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Working and training: First results of the 2003 Adult Education and Training Survey

by Valerie Peters

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Working and training: First results of the 2003 Adult Education and Training Survey

Valerie Peters
Statistics Canada

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Note of appreciation

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1. Introduction

The ability and willingness of adults to continue learning throughout their lives has been identified as a critical element in Canada's economic future. The need for new skills in the economy has had a profound impact on jobs, in most, if not all, industries and occupations.[1] Traditionally, many of these new skills would have been provided by "new" workers, both young adults and immigrants, entering the labour force. However, the demographic reality is that smaller cohorts of young workers will be entering the workforce and, as the work force ages, the potential for skill shortages grows.[2] The "upskilling" of workers already in the labour force is widely seen as an important measure to meet these needs.

The 2003 Adult Education and Training Survey (AETS) was designed to update our knowledge of the job-related training and education activities of Canadians. The primary objectives of the 2003 AETS were to measure participation in job-related education and training, to provide a socio-demographic profile of individuals who participated in these activities, to profile the type, duration, location and other characteristics of the training activities, and to identify the barriers to, and outcomes of, training activities.

The focus of this first report from the 2003 AETS is the participation of adult workers in formal, job-related training.[3] Section 2 of the report discusses participation in job-related training and education in 2002 (the reference year for the AETS), and changes in participation since 1997. The indicators presented here include a profile of participants in formal training, what type of training they took, how much training they received, how long the training lasted, and whether or not the training was employer-supported. The next section presents new data on self-directed, or informal, job-related training activities. Section 4 reports on the characteristics of training participants and non-participants who indicated that they did not take all of the training that they said they wanted or needed in 2002. The final section examines the long-term training patterns of two groups of workers: those who appear to be on the "outside" of the training process and those who appear to be heavily involved in training.

Adult Education and Training Survey 2003

Statistics Canada, in partnership with Human Resources Development Canada, conducted the AETS in February and March 2003. Just over 34,000 adults aged 25 and over were contacted by telephone. Respondents were asked a series of questions about their training and education activities in 2002. Included here were questions on the number and duration of training activities, the type of training they took and the involvement of their employer in the training. The survey also gathered information about self-directed learning activities, barriers respondents faced in accessing training, as well as past involvement in, and future intentions of, job-related training. Respondents who reported that they had been involved in formal job-related training were asked more detailed questions about this training activity. (For more information on the survey see the Methodology box at the end of this report.)

2. Demographic trends in formal, job-related training

If lifelong involvement in learning is important to economic growth, it is useful to understand the characteristics of those workers who are participating in training and learning activities and the role their employers play in supporting this training. This section first reports on the incidence and intensity of formal, job-related training and then turns to participation in employer-supported training. (See Adult workers, participation and types of training text box.)

Adult workers, participation and types of training

The 2003 AETS collected data on participation in formal and informal job-related training from adults aged 25 and over. This report refers to *adult workers*, defined as adults aged 25 to 64 who were employed at some point during the reference year. For the 2003 AETS, the reference year is 2002, and for the 1998 AETS it is 1997.

Information for all respondents is presented in the supplementary tables in Appendix 1 of this report.

Those working adults who participated in at least one job-related training activity during 2002 are considered to be *"participants"*; while working adults who did not participate in any job-related training activity in 2002 are *"non-participants"*.

Formal, job-related training includes courses or programs related to a worker's current or future job. These courses and programs have a structured plan whereby a student, led by a teacher or trainer, follows a planned program and receives some form of formal recognition upon completion, such as a certificate, diploma or degree.

A *program* is a series of courses leading towards a degree, diploma or certificate. Formal programs include high school completion programs, registered apprenticeship, trade and vocational programs, college, CEGEP and university programs.

Courses include seminars, workshops and conferences attended for training purposes, as well as courses which are taken for reasons other than credit in a program.

Informal job-related training (measured by the 2003 AETS as "self-directed learning") is training that involves little or no reliance on pre-determined guidelines for its organization, delivery or assessment, i.e. it does not lead to any formal qualification or certification. It must be undertaken by the participant with specific intention of developing job-related skills or knowledge. This is the first time the AETS has included substantive questions on this type of informal training.

Except where noted, all references in the report to "training" or "training activities" refer to formal, job-related training.

One in three adult Canadian workers participated in formal job-related training in 2002

In 2002, an estimated 4.8 million adult workers participated in formal, job-related training. These workers represented slightly more than one-third of Canadian workers aged 25 to 64. (Table A1)

Over the five-year period covering 1997 to 2002, the involvement of Canadian workers in job-related training increased from 29% to 35%. Much of this change can be attributed to an actual increase in participation in job-related training; however, some is probably due to changes in how the data were collected (see Data Comparability text box).

The overall increase in participation was balanced across men and women as each group experienced about a 22% rise in participation over the period. Among men, the participation rate rose from 27% in 1997 to 33% in 2002 while among women participation rose from 31% to 37%.

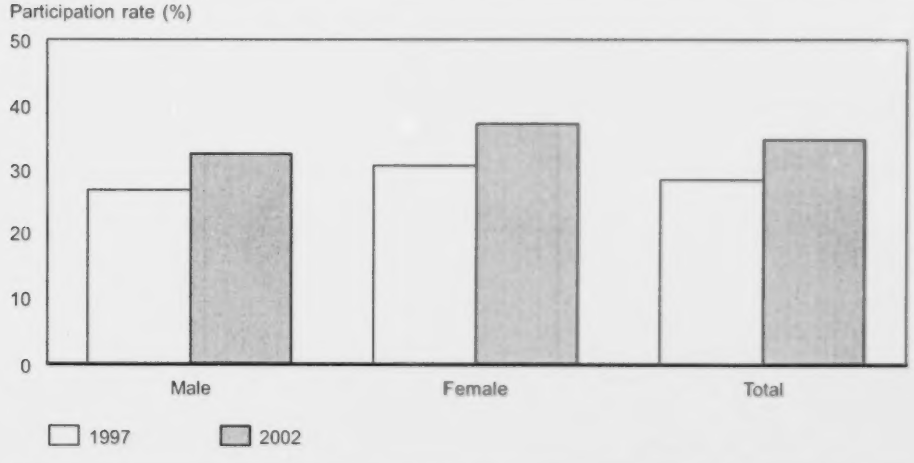
Data Comparability between the 2003 and 1998 Adult Education and Training Surveys

The scope and objectives for the Adult Education and Training Survey changed between 1998 and 2003. The 2003 survey focused on job-related training and education while the 1998 survey gathered information on all training and education activities, whether or not they were job-related.

The method by which a training activity is deemed to be job-related or not differs between the two surveys. In 2003, respondents were asked if they had "participated in education or training relating to a current or future job in 2002." Only if the respondent had taken such training were further questions asked. In comparison, respondents to the 1998 AETS were asked a range of questions about their participation in any education or training activity in the previous year, regardless of whether or not it was job-related. Only after responding to these questions were respondents asked if the activity had been related to a current or future job.

These changes may affect the comparability of participation rates to some unknown extent. Consequently, the changes from 1997 to 2002 could be smaller than they appear.

Figure 2.1
Participation rates in formal, job-related training, by sex, 1997 and 2002



Historically, the tendency has been for workers of younger ages to have higher participation rates than older workers. This is true of Canada and other industrialized countries. Human capital theory posits that there are significant labour market benefits and high rates of return associated with the expansion and improvement of skills for younger workers. On the other hand for older workers who have more work experience and who are closer to retirement, the benefits of training are perhaps less obvious.[4]

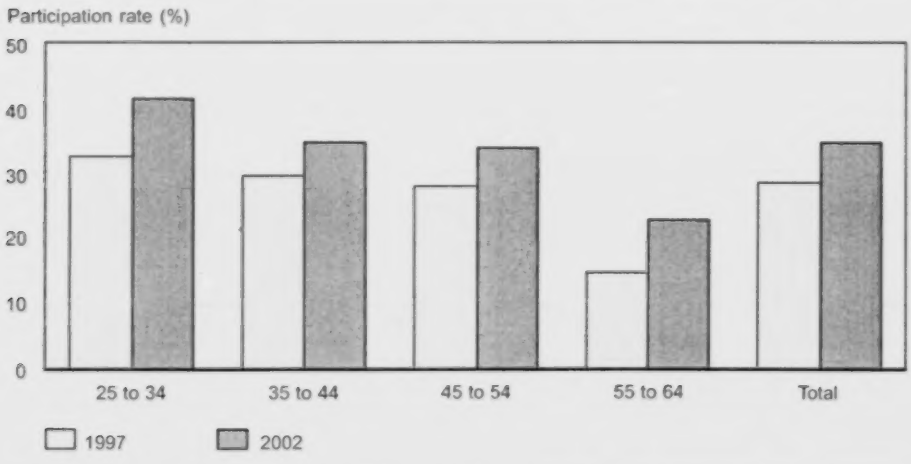
In 2002, as in 1997, participation in formal, job-related training was highest among young workers and declined with age. About 42% of workers aged 25 to 34 participated in job-related training, compared to 34% for workers in the 35-44 and 45-54 age groups and 23% for workers aged 55 to 64.

The largest increase in participation occurred among the oldest workers

Job-related training continued to be strongly linked to age in 2002, but changes in this pattern are evident. While still having the lowest participation rate of all the age groups, the participation rate for workers aged 55 to 64 grew at a far greater rate (over 50%) than the rate for any other age group. Growth in participation rates was more moderate among the other age groups: 27% for the 25 to 34 age group, 17% for the 35 to 44 age group and 21% for the 45 to 54 age group.

Several factors might be encouraging older workers to participate in formal, job-related training. The reality of an aging workforce could be making the training of older workers necessary from an employer's perspective.[5] Older workers might also be participating in training for the purposes of preparing themselves for employment during their "retirement years".[6]

Figure 2.2
Participation in formal job-related training by age, 1997 and 2002



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Over half of all university-educated workers were involved in job-related training in 2002

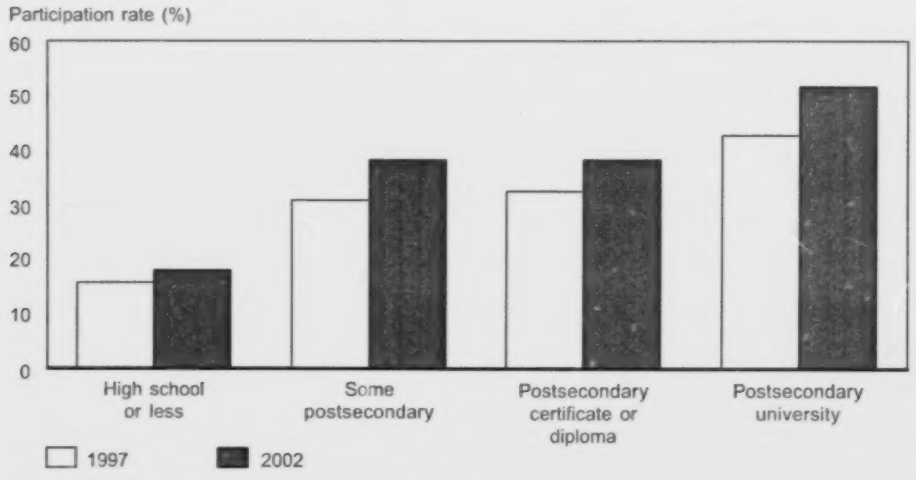
Previous surveys and studies have found that education is strongly linked to participation in training: the higher the level of formal education a person has, the more likely it is that he or she will participate in training.[7] Results from the 2003 AETS offer further support for this relationship.

In 2002, over half (52%) of workers with university credentials participated in formal, job-related training. The rate was also high (38%) for workers with a non-university, i.e., college or trade, certificate or diploma, and for workers with some (incomplete) postsecondary education. Conversely, the lowest rate (18%) occurred among workers with the least education (secondary school graduation or less).[8]

For workers with higher education levels, participation rates increased substantially (between 20 and 25% for the three groups of workers with at least some postsecondary education) over the 1997 to 2002 period. Indeed, much of the increase (84%) in the overall participation in formal, job-related training was due to growth in participation of workers with a postsecondary certificate, diploma or university degree; not surprising given that, as a group, these workers represent almost all of the growth in the total labour force over the same period.[9] Among workers who had not continued their education beyond high school, however, the increase was negligible.

Figure 2.3

Participation in formal job-related training by educational attainment, 1997 and 2002

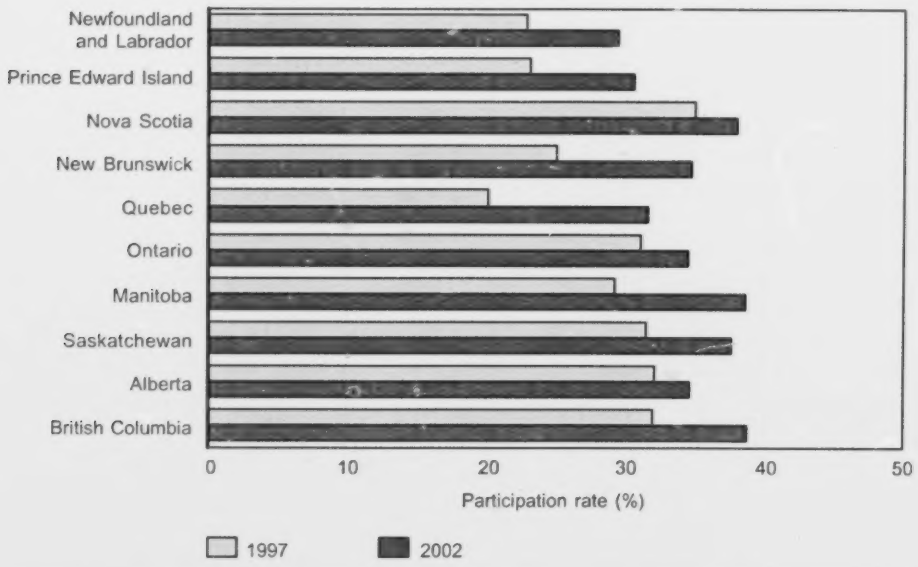


Participation increased by over 20% in 7 provinces

Participation rates in formal, job-related training increased in all provinces between 1997 and 2002. The largest growth was experienced in Quebec, where the participation rate increased 57%, from 20% to 32%. Participation grew substantially (over 20%) in Newfoundland, New Brunswick, Prince Edward Island, Manitoba, Saskatchewan and British Columbia. In Nova Scotia, Ontario and Alberta, participation rates increased more moderately (by about 10%).

In 2002, only 9 percentage points separated the province with the highest participation rate (British Columbia) from the province with the lowest (Newfoundland and Labrador). This a considerable reduction from 1997 when the difference was 15 percentage points (in that year Nova Scotia had the highest and Quebec the lowest).

Figure 2.4
Participation in formal job-related training by province, 1997 and 2002



On average, participants devoted about the same amount of time to training in 2002 and 1997

Training intensity measures the amount of time participants devote to training, in terms of hours. It is an important and complementary measure to the participation rate. Changes in the intensity of training provide insights into whether recent training episodes tend to be longer or shorter than in the past.

Training intensity can be measured using average hours of training per participant and average hours per worker. The first method is an indicator of the quantity of training that a typical training participant engages in.[10] The second method is based on the OECD indicator of learning effort. [11] It is a measure of the hours of training invested in the working population as a whole.

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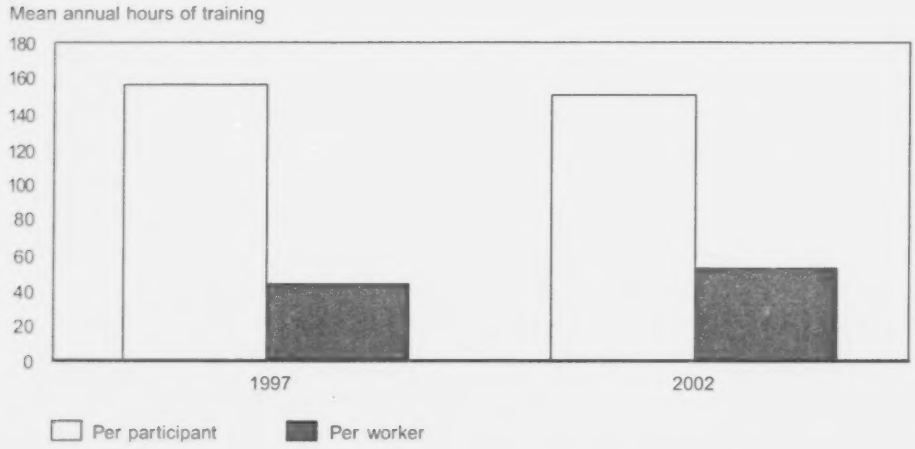
In 2002, participants in formal job-related training received an average of 150 hours of training. This converts to about 25 days of training, based on a training day of 6 hours and is virtually unchanged from 1997 (156 hours, or 26 days). (Table A2)

Figure 2.5
Average hours of training, per participant and per worker, 1997 and 2002



In contrast to this stability in training hours for participants, the average hours of training per worker grew from 44 hours to 52 hours. This growth is driven by the increase in the number of training participants, that is, more workers received training in 2002 than in 1997.

The AETS divides formal job-related training into two types: programs and courses (see text box: Adult workers, participation and types of training on page 6). A shift from courses to programs, or vice versa, would tend to affect the average hours of training per participant as programs tend to be of longer duration.

Over the 1997 to 2002 period, the distribution of participants across courses and programs did indeed change: in 1997, 74% of participants took courses and 26% programs, compared to 78% and 22% in 2002. However, this increase in the popularity of courses was accompanied by a substantial increase in the average hours of training received by course participants – from 43 to 70 hours. Conversely, training intensity among program participants declined, from 451 hours to 372 hours. Thus, while overall participation in formal training was up over the period, the slight decline in average hours of training per participant was a result of changes in the mix between courses and programs and their average duration.

The youngest workers devoted the most time to training in 2002

Across the age groups, average hours of training in 2002 were highest (248 hours per participant) for the youngest group (25 to 34 year-olds), and declined for each successive age group, to 88 hours for the oldest workers. This tendency for the amount of time spent in training to decline with age mirrors the pattern for participation rates and has been observed in data from other surveys in Canada and other countries.[12]

Training participants with an incomplete postsecondary education devoted more time to training (212 hours) than did participants with other educational backgrounds. They were followed by participants with a university degree (178 hours), participants with a post-secondary diploma or certificate (132 hours) and, finally, by participants with no education beyond secondary school (105 hours).

Although average hours of training per participant were stable for the five-year period, changes in training intensity for various sub-groups of participants were uneven. Among women, training intensity declined from 160 hours to 147 hours while it was virtually unchanged among men, at about 153 hours. Thus, even though more women participated in training in 2002 than in 1997, they received fewer hours of training.

Older participants received twice the amount of training in 2002 than they did in 1997

Between 1997 and 2002, the number of hours of training rose substantially among older participants – from 43 to 88 hours for those aged 55 to 64, and from 82 to 97 for those aged 45 to 54. Thus, not only were older workers more likely to participate in training in 2002 than they were in 1997, when they did participate, they received more training. The total training hours taken by participants aged 35 to 44 grew only slightly between 1997 and 2002; and this fact, coupled with a large (almost 20%) increase in the number of participants, resulted in a decline in training intensity for this age group.

The relationship between educational attainment and the amount of training received varied across educational groups. The amount of training received increased substantially only for participants with some (incomplete) postsecondary education (from 165 hours to 212 hours). For workers with high school completion or less, the amount of time spent on training was relatively unchanged over the 1997-2002 period, remaining at about 105 hours. Participants with a postsecondary certificate, diploma or degree received fewer hours of training in 2002 than in 1997.

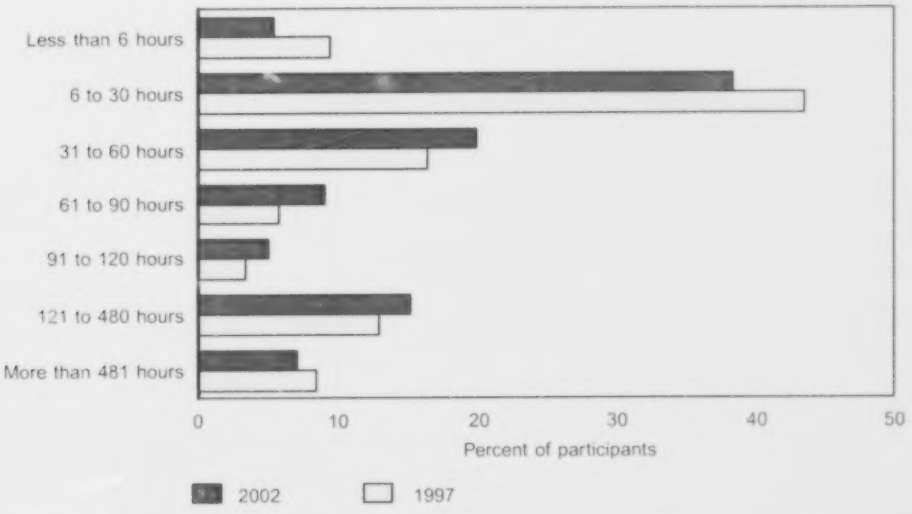
Changes in training intensity also varied across the provinces over the period. Average hours of training per participant increased substantially among participants in four provinces: Nova Scotia, Ontario, Manitoba, and Saskatchewan. In these four provinces, not only did a higher proportion of workers participate in training in 2002 than in 1997, those workers who did participate received more training, measured in terms of hours.

Workers in Newfoundland and Labrador, Prince Edward Island, Quebec, and Alberta who participated in training received, on average, fewer hours in 2002 than in 1997. Training intensity in New Brunswick and British Columbia changed little over the period.

The proportion of participants taking less than one week of training declined between 1997 and 2002

Average hours of training per participant mask considerable variation in experiences of different workers. From 1997 to 2002, the proportion of participants who received from one to four weeks of training (31 to 120 hours, based on a six-hour training day) grew from 26% to 34%. At the same time, the proportion who took less than 30 hours (or one week) of training declined 53% to 44%. These changes are directly related to increases in both course participation and the amount of time spent taking courses. (Table A3)

Figure 2.6
Percentage distribution of participants by total hours of training, 1997 and 2002



Participation in employer-supported training increased only slightly over the five years

The support of an employer can mitigate many of the factors that impede training, such as cost, demands of the workplace and family responsibilities. In the AETS, an employer is considered to have sponsored (or supported) a training activity if they have done any of a range of activities, including such things as providing the training, paying for the training (either directly or by reimbursing an employee), allowing the trainee to work a flexible schedule to accommodate training, or providing transportation to or from the training location.

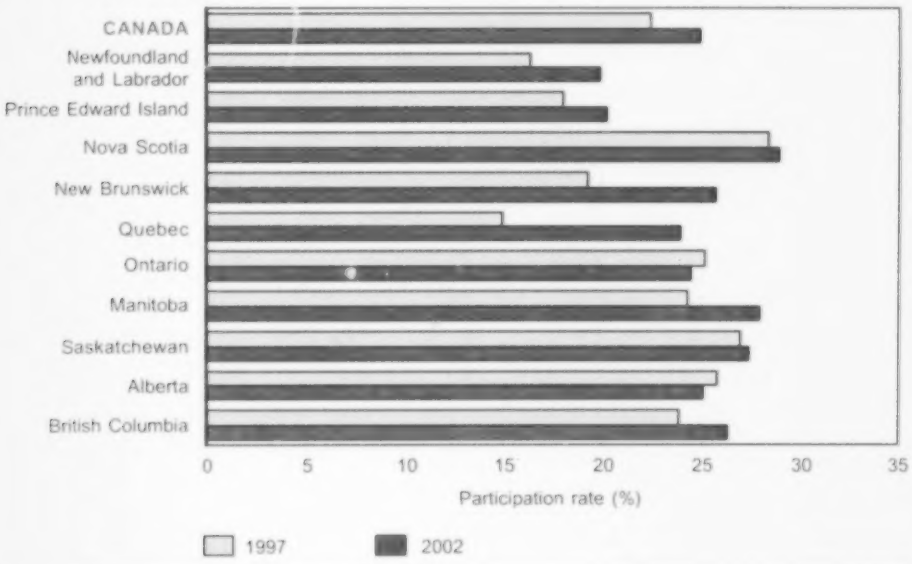
Between 1997 and 2002, participation rates in employer-supported training increased only slightly, if at all, for workers in most age and educational groups. Across the country, in only two provinces, Quebec and New Brunswick, did participation in employer-supported training grow substantially. (Table A4)

Only in Quebec and New Brunswick was there substantial growth in employer-supported training

In New Brunswick, participation rose from 19% in 1997 to 26% in 2002, an increase of over 33%. The growth was even stronger in Quebec (60%) where the participation rate in employer-supported training grew from 15% to 24%.

The increase in employer-supported training in Quebec may reflect the implementation of the *Act to Foster the Development of Manpower Training* (1995) in that province. Under the provisions of this Act, designed to increase worker qualifications, skills and performance through training, employers with payrolls over $250,000 must invest a percentage of their payroll costs in training, or, failing this, make a contribution to a worker training fund.

Figure 2.7
Participation in employer-supported training by province, 1997 and 2002



Participation rates in employer-supported training for managers and professionals are twice what they are for blue-collar workers

In 2002, as in previous years, workers employed in professional and managerial occupations had the highest rate of participation in employer-supported job-related training (35%), followed by white collar workers in clerical, sales and service occupations (20%), and blue collar workers (16%). Growth over the 1997 to 2002 period was balanced for each of these three groups.

Between 1997 and 2002, participation in employer-supported training changed only slightly in most industries. However, in three industries where participation rates tend to be high to begin with, rates increased substantially: public

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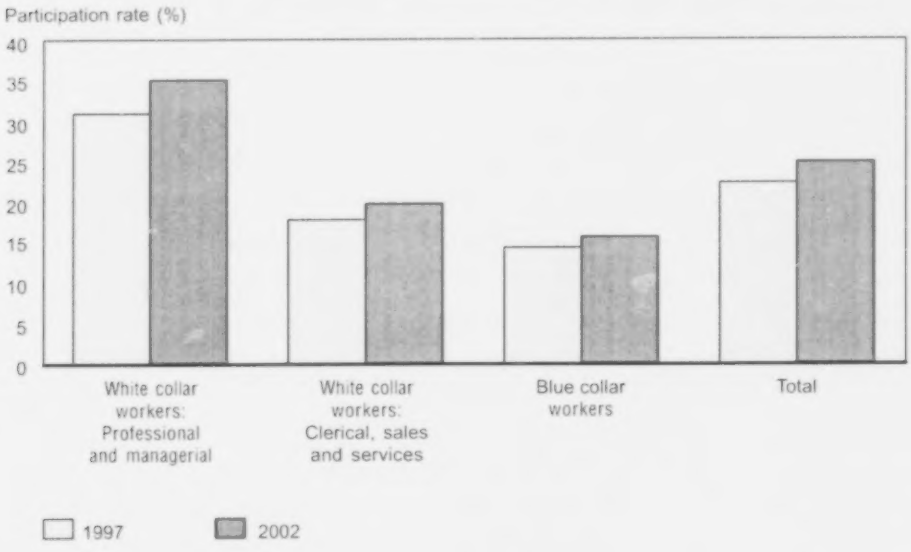
administration (from 41% to 51%), utilities (from 38% to 46%), and educational services (from 31% to 43%). Only one industry (professional, scientific and technical support) experienced any significant decline (from 24% in 1997 to 20% in 2002).

Figure 2.8

Participation in employer-supported job-related training, by occupational classification, 1997 and 2002



The 2003 AETS also found that well-documented patterns of training participation based on firm size continue to hold, with the lowest rates of participation in employer-supported job-related training being found among the smallest firms.[13] As firm size increases, so too do participation rates. Over the five-year period from 1997 to 2002, participation in employer-supported training increased for firms of all sizes, with the exception of medium-sized firms (100 to 500 employees), where the rates were stable.

This relative stability in participation in employer-supported training is in direct contrast to the growth in overall participation in formal job-related training. The role of the employer relative to that of the individual worker in supporting training shifted over the 1997-2002 period, with an increasing proportion of workers undertaking job-related training that was not employer-supported. Of all participants in formal job-related training in 2002, 72% were involved in employer-supported training, down from 79% five years earlier. It follows that, over the five-year period, adult workers increased their participation in training largely on their own initiative and at their own expense. (Table A5)

3. Informal training: self-directed learning

Job-related training is not restricted to formal training. To better perform their tasks or to develop skills for a future job, workers can also learn on their own in an informal manner. This type of training, defined as *self-directed learning* was included for the first time in the 2003 AETS.

Knowledge of both types of training (formal and informal) provides a more complete picture of the activities in which workers are involved as they develop their job skills. It also offers insights into whether workers are combining their formal training with informal learning, or if these two types of training are used by different groups of workers.

Self-directed learning

The 2002 Adult Education and Training Survey asked respondents if they had done any of a series of activities either for the purpose of developing job skills or to gain job-related knowledge. These activities included: seeking advice from someone knowledgeable, using the Internet or other software, observing someone performing a task, consulting books or manuals, or teaching themselves different ways of doing certain tasks.

To aid accurate recall of these activities, respondents were asked if they had engaged in any of these activities during the *four weeks preceding* the survey. In comparison, respondents were asked to report participation in formal job-related activities *over the course of 2002*. As a result, participation rates for these two forms of job-related training are not directly comparable.

One in three employed adults developed their job skills through self-directed training

In 2002, 33% of working adults engaged in self-directed job-related learning activities in the four weeks prior to the survey. Participation rates in self-directed learning were higher among women than men (35% versus 30%), and among younger workers than older workers (38% for 25 to 34 year-olds versus 23% for 55 to 64 year-olds). As was the case for formal job-related training, participation rates in self-directed learning were lowest for workers with the least formal education (16%) and rose for each subsequent educational level, to reach 50% for workers with a university degree. Thus, not only were older workers and less educated workers less involved in formal job-related training in 2002, they were also less involved in informal training for at least one four-week period during that year. (Table A6a)

Provincially, participation patterns in self-directed learning mirrored patterns seen for formal training. While participation rates in informal training were slightly lower than the rates for formal training in all provinces, the highest rates for informal

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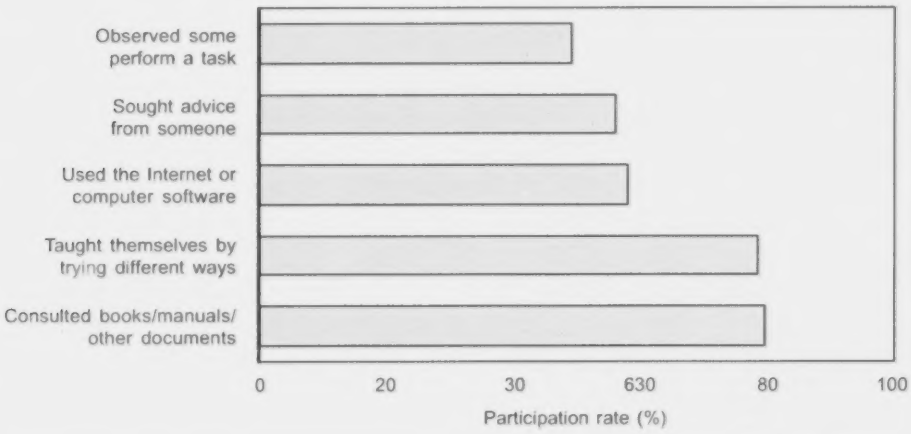
training were found in provinces with the highest rates for formal training. Similarly, lower rates for informal training occurred in provinces with lower participation in formal training.

While all forms of self-directed learning were popular among those who participated in this form of training, two forms in particular – consulting documents and self-teaching by trying different methods – had very high participation rates (almost 80%). Workers involved in self-directed learning were less likely to report using the Internet or computer software (58%), seeking advice from someone (56%) or observing someone performing a task (49%) when they set out to learn something on their own. (Table A6b)

Figure 3.1
Participation in self-directed learning, by type, 2002

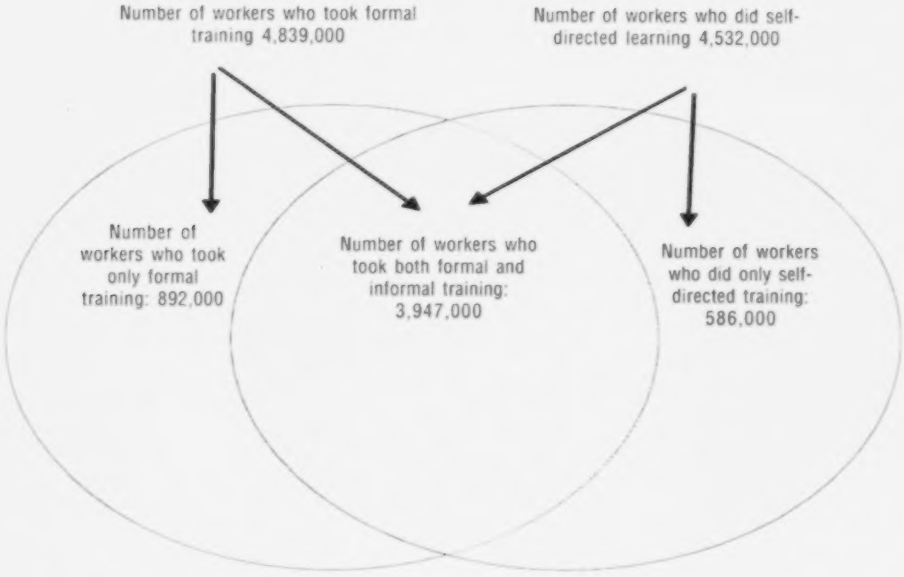


Workers who engaged in self-directed learning tended to do so very frequently – 25% reported doing at least one of these activities daily, and another 43% reported engaging in self-directed learning a few times a week. (Table A6c)

Most workers participating in informal training were also involved in formal training

The way in which workers combine formal and informal training tells us about the concentration of training and learning activities. Of all workers who engaged in self-directed learning during the four-week period prior to the survey, fully 87% had also participated in formal training at some point during 2002. The striking overlap between the two types of training also holds when examined from the opposite perspective: of all those workers who participated in formal job-related in 2002, 82% also engaged in self-directed learning during the four-week reference period.

Figure 3.2
Combining formal and informal job-related training, 2002


Number of workers who took formal training 4,839,000
Number of workers who did self-directed learning 4,532,000
Number of workers who took only formal training: 892,000
Number of workers who took both formal and informal training: 3,947,000
Number of workers who did only self-directed training: 586,000

Workers who participated in both forms of training tended to find both equally useful in their current employment situation. [14] Overall, about 40% of these workers reported that self-directed training and formal courses or program were equally useful. About 30% said that self-directed training was more useful – approximately the same proportion who reported their formal training was more useful to them in their current job.

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4. Training and unmet training needs or wants

Workers who have participated in some training and who have identified other training of interest to them demonstrate a commitment to on-going skill development and upgrading. Some adult workers – both participants and non-participants – reported having unmet training needs or wants. This section examines the reasons participants and non-participants with unmet training needs/wants give for not taking the training, with a view to determining if these two groups face the same, or different, obstacles to training.

Unmet training needs and wants

The 2003 AETS asked respondents about training that the respondent had wanted to take but didn't, and about training the respondent had needed to take but did not.

Having either the need or the desire to take job-related training can be considered as a proxy for being willing or ready to engage in a training activity. Because of this, and for analytical simplicity, the two groups (one with unmet needs and the other with unmet wants) are combined in this report.

One in four reported wanting or needing training that they did not take

Overall, about one-quarter (28%) of working adults reported that there was job-related training that they wanted or needed to take but did not in 2002. This proportion was considerably higher (36%) among workers who had participated in job-related training, than it was for workers who did not participate in job-related training in 2002 (23%). [15] (Table A7a)

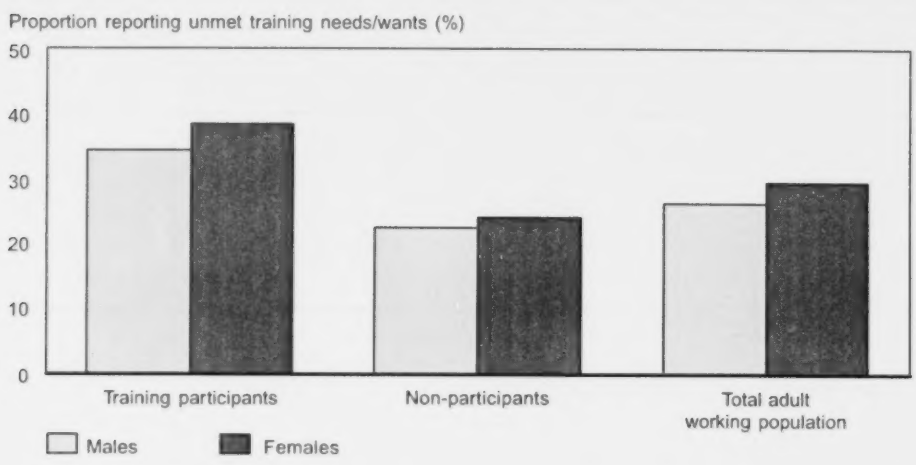
The proportions are relatively similar for women and men: among training participants, 39% of women and 34% of men reported having unmet training needs/wants. These proportions dropped to 24% and 22% respectively for non-participants.

Relatively high proportions reporting unmet training needs/wants were found among participants of all ages and non-participants in the youngest age group, for each group the proportion with unmet needs or wants was between 30 and 40%. The lowest proportions were found among older non-participants: only 19% of 45 to 54 year-old non-participants and 12% of 55 to 64 year-old non-participants reported that there was training that they wanted or needed but did not take.

Overall then, younger workers aged 25 to 34 not only have the highest participation rate, they are also the most likely to report that there was training they wanted to take but did not.

Figure 4.1

Proportion of participants and non-participants reporting unmet training needs or wants, 2002



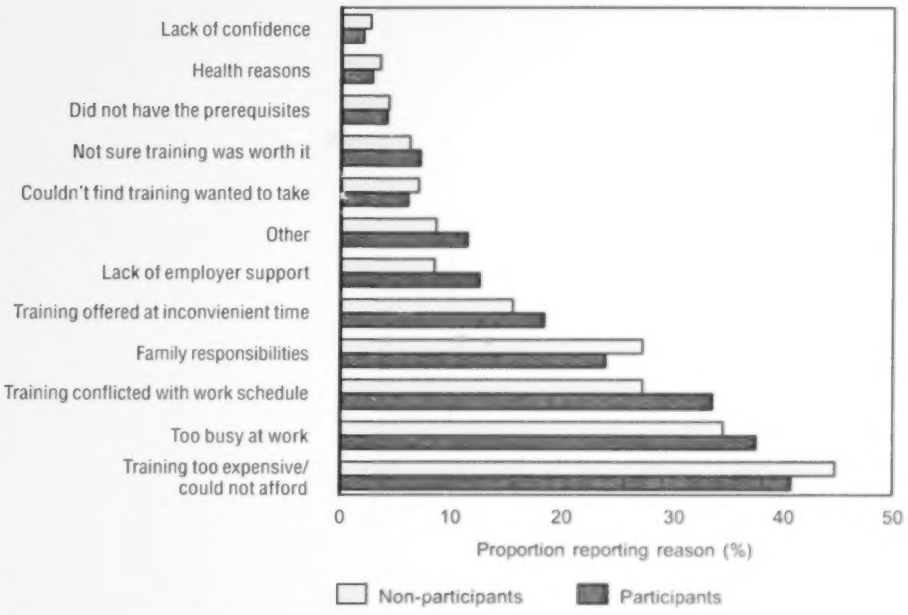
Training participants with higher levels of education (some postsecondary or a completed diploma, certificate or degree) had the highest proportions (about 40%) reporting unmet needs/wants. Roughly similar proportions (between 26 and 30%) of training participants with little formal education (secondary school or less), and non-participants with higher levels of education (at least some post-secondary) reported having unmet training needs or wants. The lowest proportion (18%) was found among non-participants with the lowest level of education (secondary school or less).

Money and time kept workers from participating in training they wanted or needed

There were considerable similarities between training participants and non-participants in the reasons they gave for not taking training they wanted or needed. Among participants, the most often-reported reasons were: cost (cited by 40%), being too busy at work (38%), a conflict between the training and work schedules (34%) and family responsibilities (24%).[16] For non-participants, cost was also the most often reported reason (cited by 45%), followed by being too busy at work (35%), family responsibilities, and a conflict between the training and work schedules (both at 27%). Training being offered at an inconvenient time ranked 5th for both groups (19% for participants and 16% for non-participants). (Table A7b)

About 50% of respondents (both participants and non-participants) gave more than one reason when asked why they had not taken training they wanted or needed. When these respondents were asked what the most important reason was, 31% of both participants and non-participants cited cost. Much smaller proportions (between 15 and 20%) cited being too busy at work, family responsibilities or a training/work schedule conflict as the most important reason for not taking training that they wanted or needed.

Figure 4.2
Reasons for unmet training needs/wants, for participants and non-participants, 2002[17]



Half of all adult workers reported no training and no unmet training needs or wants in 2002

Almost 7 million workers reported that they neither took job-related training nor had any unmet training needs or wants in 2002 – half of the employed adult population. When asked why they did not want or need any training, 60% indicated that that it was because they did not need further training. Being too busy (23%) and training not being a priority (20%) were also common explanations.

When respondents giving more than one reason for not having any unmet training needs or wants were asked to select the main reason, not needing further training was chosen by 34%, being too busy by 23%, and training not being a high priority by 10%.

5. Long-term Patterns in Formal Training Participation

In any given year, a worker might participate or not participate in job-related training for a variety of reasons – work demands, cost, availability of appropriate training, family life, and personal priorities are but a few of the possible factors affecting participation in training at any point in life. When non-participation extends over a longer period, and involves no expectations for future training, then the risk of skills and knowledge becoming out-dated increases. For workers with lower participation rates this lack of training can become part of a "chain of cumulative disadvantage".[18] On-going or regular participation in job-related training can have the opposite effect – the development of a cumulative advantage – as skills and knowledge continually updated and broadened can make these workers more valuable to employers.

This section of the report discusses the characteristics of two groups of workers: non-participants who have not taken job-related training recently and who are not likely to take such training in the future (non-trainees); and participants who have taken training recently and who are very likely to take more training in the future (trainees).

Long-term "non-trainees" and "trainees"

In addition to asking respondents to report participation in formal job-related training or education in 2002, the AETS also asked respondents if they had taken any job-related training between January 1997 and December 2001 and how likely it was that they would take job-related training in the next three years. By combining information from these three questions, two groups of interest can be defined: "long-term non-trainees" and "long-term trainees".

Long-term non-trainees are defined as non-participants in 2002 (i.e. they took no formal job-related training during the survey reference year), who also a) had no job-related training between January 1997 to December 2001; and b) stated that they were "not likely at all" to take training in the coming three years.

Long-term trainees are defined as participants in 2002 (i.e., they took formal job-related training during the survey reference year), who also a) took job-related training over the January 1997 to December 2001 period; and b) stated that they were "very likely" to take training in the coming three years.

These two groups together account for about one-third of all adult workers. The remaining workers, both participants and non-participants, are distributed across various other sub-groups, depending on their past training experiences and intentions for future training. Only long-term trainees and non-trainees are discussed here. See Table A8a for a more detailed presentation of long-term training patterns.

For this analysis, only formal job-related training is used to define these categories. Participation in informal (self-directed) learning is not considered.

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There were 2.2 million adult workers who could be classified as "long-term non-trainees" in 2002. This group represents 16% of the adult workforce. (Table A8a)

Males comprised a higher proportion of long-term non-trainees than did females (54% were men and 46% were female). A relatively small proportion (13%) of long-term non-trainees were in the youngest group of workers (aged 25 to 34). In comparison, 25% were aged 35 to 44, 33% were aged 45 to 54 and 30% were between the ages of 55 and 64. The majority (56%) of long-term non-trainees had no education above the secondary school level. However, a substantial proportion (27%) had a postsecondary certificate or diploma. (Table A8b)

The nature of their work, the availability of employer support, past experience with and exposure to, formal training and education, are but a few of the situational, institutional and dispositional factors which need to be considered when trying to understand why this group of workers do not participate in training.[19]

Long-term non-trainees, as they have been defined here, have not participated in any formal job-related training for a period of six years, and have little expectation of participating in the coming three years. However, formal training is not their only training option, and it is possible that this group of workers make use of non-formal and informal training activities. Future research will help us understand the motivations of, and the obstacles faced by, this group of workers. It should be noted however, that the data presented here suggest that formal training and self-directed learning are much more likely to be compliments to each than they are to be substitutes for each other.

At the other end of the continuum from the long-term non-trainees are the long-term trainees. This group of workers was about the same size as the long-term non-trainees (16% of the adult workforce, or 2.3 million workers). They reported taking job-related training in 2002 as well as during the 1997 to 2001 period and that they were "very likely" to participate in training in the coming three years. The proportions of men and women in the group were equal. Roughly equal proportions (about 30%) of long-term trainees are in each of the three youngest age groups (25 to 34, 35 to 44, and 45 to 54), with the remainder being 55 to 64 years of age. (Table A8b)

The vast majority (about 80%) of long-term trainees have completed some level of post-secondary education. This link between education and involvement in adult education and training has been well documented.[20] The link is self-reinforcing as well, as it is through initial and on-going training and education activities that workers are able to attain and maintain employment that requires high skill levels.[21]

6. Conclusion

The involvement of working adults in job-related training and education has been identified as a critical element in the expansion of Canada's knowledge-based economy. An increased demand for skills in the face of advancing technologies and the knowledge-based economy, coupled with the demographic transformation of the workforce, means that for many workers, the skills and education they initially brought with them to the labour market need to be up-graded and expanded on a continual basis.

One out of every three working adults participated in job-related education and training in 2002. Participation, however, was unequal across specific groups of workers. As documented by analysis of previous Adult Education and Training Surveys in Canada, and by similar surveys conducted in other countries, two groups of workers – the youngest and the most highly educated – tend to participate in training and education either with or without the support of their employer. This suggests that these workers are aware of, and able to capitalize on, the benefits of skill up-grading and development. In contrast, older workers and workers with lower levels of formal education participate less in formal training and development activities. There is some evidence that the age-training pattern as observed in Canada might be changing, as there was considerable growth in the participation of older workers in job-related training over the 1997 to 2002 period.

Compounding these differences in participation in formal training is the link between formal and informal (or self-directed) training. Based on initial results from the 2003 AETS, many of the same workers who receive formal training also undertake to develop their skills on their own, while other workers do neither. Given this relationship, it is unlikely that significant increases in participation can be realized through informal training only.

Employers play a vital role in the training and development activities of their workers – seven out of every ten participants received some form of training support from their employers in 2002. This proportion, however, has declined since 1997.

Lack of money and time were the most common obstacles to participation for all working adults – regardless of their training status. Training experience does seem to influence awareness of training options and benefits though, as greater proportions of training participants reported unmet training wants or needs than did non-participants.

Equal proportions of the adult work force appear to be either highly involved in a process of skill development and training, or highly uninvolved in such a process. The former group are perhaps well-placed to accrue the benefits of a changing knowledge-based economy. On the other hand, the 2.2 million adult workers who have not recently taken any formal training and who do not anticipate doing so in the near future, show a pattern of exclusion from training and development activities.

Despite the lack of involvement on the part of some groups of workers, a substantial proportion of the workforce has been involved in a process of training and education in recent years. Future research will help us to understand if the training objectives of workers are met by the training they participate in, how formal training combines with informal training in the skill-development process and a wealth of other issues.

Methodology

The target population for the 2003 Adult Education and Training Survey (AETS) was residents of the ten provinces aged 25 and over. Specifically excluded from the survey were residents of the Yukon, Northwest Territories and Nunavut, residents of Indian reserves, full-time members of the armed forces and inmates of institutions such as prisons or hospitals. In February 2003, the target population for the AETS was estimated at about 21 million adults aged 25 years and over.

The survey was conducted as telephone supplement to the Labour Force Survey (LFS), sampling one adult aged 25 or over from each household in each of the five active LFS rotation groups. A special procedure was put in place in order to limit the number/proportion of those aged 65 and over in the sample, due to their limited contribution to the primary area of interest for the AETS (job-related training).

Computer-assisted telephone interviews were conducted with respondents in February and March 2003. Out of the 34,086 eligible households (those with at least one adult aged 25 or over), 25,056 households participated in the survey. This is a global response rate of 73.5%. Information was collected from 25,056 adults, which corresponds to approximately 0.12% of the target population. A sample of this size permits the production of relatively detailed estimates at the national and provincial levels.

Endnotes

1. See especially: "The changing profile of Canada's labour force", 2001 Census of Canada; "Dimensions of occupational changes in Canada's knowledge economy, 1971-1996", D. Beckstead and T. Vinodrai Statistics Canada, October 2003, cat. No. 11-622-MIE no. 004.
2. Knowledge Matters: Skills and Learning for Canadians. Beyond Rhetoric: Adult Learning Policies and Practices, OECD, Paris, 2003.
3. Adult workers are defined as those workers, aged 25 to 64 at the time of the survey, who were employed at some point during the survey reference year (2002).
4. Beyond Rhetoric: Adult Learning Policies and Practices, pp. 41, A Report on Adult Education and Training in Canada: Learning a Living, Statistics Canada, 2001, pp. 37.
5. Beyond Rhetoric: Adult Learning Policies and Practices, pp. 30, 142.
6. Recent research suggests that a significant proportion of retirees find employment of some nature following their retirement. See Wendy Pyper and P. Giles "Approaching Retirement" in Perspectives on Labour and Income, Vol. 3 No. 9. Statistics Canada, catalogue no. 75-001-XPE.
7. Beyond Rhetoric: Adult Learning Policies and Practices, OECD 2003; and New Patterns in Adult Learning: A Six-Country Comparative Study, Belanger P., and A. Tuijnman, ed., Pergamon, 1997.
8. Educational attainment of workers is presented at four levels: high school or less; some postsecondary education (i.e. those who have taken some courses at a post-secondary level but have not completed a certificate, diploma or degree); postsecondary certificate or diploma; and postsecondary degree (i.e., those who have completed a university degree).
9. The Changing Profile of Canada's Labour Force, 2001 Census of Canada. Statistics Canada, catalogue no. 96F0030XIE.
10. Training intensity per participant is calculated by dividing the total number of hours spent in training activities in the reference year by the number of training participants.
11. Training intensity per worker is calculated by dividing the total hours of training by the total number employed adults, both participants and non-participants.
12. A Report on Adult Education and Training in Canada: Learning a Living. Adult Education and Training in Canada: Report of the 1994 Adult Education and Training Survey. New Patterns of Adult Learning: A Six Country Comparative Study; Beyond Rhetoric: Adult Learning Policies and Practices.
13. Adult Education and Training in Canada: Report of the 1994 Adult Education and Training Survey; A Report on Adult Education and Training in Canada: Learning a Living. Beyond Rhetoric: Adult Learning Policies and Practices.
14. It should be noted that some respondents may have been working in a different job at the time of the interview than they were when they took the training.
15. While the remainder of this section focuses on workers who had unmet training needs or wants, it should be noted that the majority of workers (72%) did not report any such needs or wants in 2002. The proportion without unmet needs or wants was much higher among non-participants (76%) than it was among participants (63%). A discussion of non-participants and their reasons for not having any unmet training wants/needs appears at the end of this section.
16. Proportions do not add to 100% as many respondents reported more than one reason.
17. Proportions do not add to 100% as many respondents reported more than one reason.
18. Beyond Rhetoric, OECD 2003, pp. 126.
19. Quigley and Arrowsmith, "The Non-participation of Undereducated Adults" in Belanger, P. and A. Tuijnman, New Patterns in Adult Learning: A Six-Country Comparative Study, Pergamon, 1997.
20. Beyond Rhetoric: Adult Learning Policies and Practices, OECD 2003; and New Patterns in Adult Learning: A Six-Country Comparative Study, Belanger P., and A. Tuijnman, ed., Pergamon, 1997.
21. Beyond Rhetoric: Adult Learning Policies and Practices, OECD 2003, pp. 43.

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Statistics Canada. (2003). "The changing profile of Canada's labour force". *2001 Census Analysis Series*. Statistics Canada catalogue number 96F0030XIE2001009.

Table A.1

Participation rate in formal job-related training for the adult work force[1], 1997 and 2002

	1997	2002
Total	28.5	34.7
Sex		
Males	26.7	32.5
Females	30.5	37.2
Age		
25 to 34 years	32.6	41.5
35 to 44 years	29.5	34.6
45 to 54 years	27.8	33.8
55 to 64 years	14.9	22.9
Educational attainment		
High school or less	15.7	17.9
Some postsecondary education	30.9	38.3
Completed postsecondary certificate or diploma	32.3	38.1
Completed university degree	42.8	51.7
Province		
Newfoundland and Labrador	22.9	29.5
Prince Edward Island	23.2	30.6
Nova Scotia	35.0	38.1
New Brunswick	25.1	34.7
Quebec	20.2	31.7
Ontario	31.1	34.6
Manitoba	29.3	38.6
Saskatchewan	31.5	37.7
Alberta	32.1	34.7
British Columbia	32.0	38.8
Courses	22.4	29.4
Programs	7.9	8.5

1. The adult work force is the population aged 25 to 64 who were employed at some point during the reference year.

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Table A.2a

Mean annual number of hours of formal job-related training per participant[1], 1997 and 2002

	1997	2002
Total	156	150
Sex		
Males	152	153
Females	160	147
Age		
25 to 34 years	252	248
35 to 44 years	131	114
45 to 54 years	82	97
55 to 64 years	43	88
Educational attainment		
High school or less	107	105
Some postsecondary education	165	212
Completed postsecondary certificate or diploma	141	132
Completed university degree	201	178
Province		
Newfoundland and Labrador	231	219*
Prince Edward Island	171	86
Nova Scotia	132	160
New Brunswick	164	170*
Quebec	200	123
Ontario	140	159
Manitoba	125	144
Saskatchewan	127	168
Alberta	153	142
British Columbia	164	160
Courses	43	70
Programs	451	372

1. A participant is an employed adult who received formal, job-related training during the reference year.

Table A.2b

Mean annual number of hours of formal job-related training per adult worker, 1997 and 2002

	1997	2002
Mean annual hours of training per worker	44	52

Table A.3

Mean duration of formal job-related training, 1997 and 2002

	1997	2002
	% of respondents	
Less than 6 hours	9.5	5.4
6 to 30 hours	43.5	38.4
31 to 60 hours	16.4	20.0
61 to 90 hours	5.8	9.0
91 to 120 hours	3.4	5.0
121 to 480 hours	13.0	15.2
481 to 960 hours	4.3	4.4
961 to 1,560 hours	2.5	1.7
More than 1,560 hours	1.6*	0.9*

Table A.4

Participation rate in employer-supported formal job-related training for the adult work force, 1997 and 2002

	1997	2002
Total	22.4	25.0
Sex		
Males	21.8	23.4
Females	23.2	26.8
Age		
25 to 34 years	22.6	29.0
35 to 44 years	24.1	25.9
45 to 54 years	23.9	24.5
55 to 64 years	13.1	15.6
Educational attainment		
High school or less	12.8	13.0
Some postsecondary education	24.0	25.8
Completed postsecondary certificate or diploma	25.2	28.1
Completed university degree	33.5	36.7
Province		
Newfoundland and Labrador	16.4	19.9
Prince Edward Island	18.0	20.3
Nova Scotia	28.4	28.9
New Brunswick	19.3	25.8
Quebec	14.9	24.0
Ontario	25.2	24.5
Manitoba	24.3	27.9
Saskatchewan	27.0	27.4
Alberta	25.8	25.1
British Columbia	23.9	26.4
Occupation group		
Professional and managerial white collar occupations	31.0	35.1
Clerical, sales and service white collar occupations	17.9	19.8
Blue collar occupations	14.3	15.7
Industry		
Total Goods producing industries	18.2	18.1
Agriculture	8.0**	7.3**
Forestry, fishing, mining, oil and gas	24.4	26.9
Utilities	38.0*	46.4*
Construction	14.1	12.8
Manufacturing – durables	20.0	20.4
Manufacturing – non-durables	17.3	17.1
Total Service Producing industries	24.3	27.7
Wholesale trade	19.7	20.1
Retail trade	13.2	17.3
Transportation and warehousing	23.2	23.3
Finance, insurance, real estate and leasing	34.5	35.3
Professional, scientific and technical services	24.4	19.6
Management, admistrative and other support	10.7*	14.3
Educational services	31.0	42.6
Health care and social assistance	29.6	35.4
Information, culture and recreation	26.1	27.8
Accommodation and food services	6.8*	11.7
Other services	16.3	17.1
Public administration	41.4	50.6
Firm size		
Less than 20 employees	14.6	18.5
20 to 99 employees	20.8	25.1
100 to 500 employees	32.2	32.1
Over 500 employees	31.8	37.2

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Table A.5

Percentage of training participants who participated in employer-supported training, by age, 1997 and 2002

	1997	2002
Total	78.8	72.0
Age		
25 to 34 years	69.3	70.0
35 to 44 years	81.7	74.8
45 to 54 years	85.9	72.4
55 to 64 years	88.0	68.0

Table A.6a

Participation rate in self-directed learning for the adult work force, 2002

	2002
Total	32.5
Sex	
Males	30.3
Females	35.0
Age	
25 to 34 years	37.9
35 to 44 years	32.4
45 to 54 years	31.7
55 to 64 years	23.1
Educational attainment	
High school or less	16.4
Some postsecondary education	34.0
Completed postsecondary certificate or diploma	35.4
Completed university degree	50.1
Province	
Newfoundland and Labrador	25.7
Prince Edward Island	29.7
Nova Scotia	34.1
New Brunswick	31.2
Quebec	30.5
Ontario	32.5
Manitoba	35.0
Saskatchewan	32.9
Alberta	31.5
British Columbia	36.7

Table A.6b

Percentage of the adult working population who engaged in various self-directed learning activities to develop job skills during a specified four-week period, 2002

Self-directed learning activity	Proportion engaging in activity
Sought advice from someone	56.1
Used the Internet or computer software	58.2
Observed someone perform a task	49.3
Consulted books/manuals/other documents	79.6
Taught themselves by trying different methods	78.6

Table A.6c

Frequency of engaging in self-directed learning activities, 2002

Frequency of engaging in activity	Proportion of self-directed learners
Less than once a week	10.4
Once a week	21.2
A few times a week	42.9
Every day	24.9

Table A.6d

Usefulness of formal and informal training, 2002

Proportion of workers with both formal and informal training in 2002 who reported that:	
Self-directed training was more useful	31.5
Courses and programs were more useful	28.2
Both forms were equally useful	40.4

Table A.7a

Proportion of participants and non-participants reporting unmet training needs or wants, 2002

	Training participants	Non-participants
Total	36.4	23.3
Sex		
Males	34.3	22.6
Females	38.6	24.1
Age		
25 to 34 years	38.3	31.3
35 to 44 years	37.8	26.2
45 to 54 years	35.5	19.3
55 to 64 years	27.6	12.2
Educational attainment		
High school or less	29.6	18.0
Some postsecondary education	40.9	29.0
Completed postsecondary certificate or diploma	36.9	26.4
Completed university degree	38.0	27.1

Table A.7b

Reasons for unmet training needs or wants, training participants and non-participants, 2002

	Training participants	Non-participants
	% of respondents	
Couldn't find training wanted to take	6.2	7.2
Not sure training was worth it	7.2	6.4
Training conflicted with work schedule	33.7	27.3
Did not have the prerequisites	4.3	4.5
Family responsibilities	24.0	27.4
Lack of employer support	12.7	8.5
Too busy at work	37.6	34.7
Training too expensive/could not afford	40.9	44.8
Training offered at inconvenient time	18.5	15.7
Health reasons	2.8*	3.7
Lack of confidence	2.0*	2.6*
Other	11.5	8.7

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Table A.8a

Long-term trainees and non-trainees

Total adult working population	**13,957,894**
Training non-participants in 2002	9,118,583
Number of these who did not participate in training between 1997 and 2001	5,735,142
Number of these who were not likely to train in the next three years (long-term non-trainees)	2,222,779
Long-term non-trainees as a percentage of total adult working population	15.9%
Training participants in 2002	4,839,311
Number of these who participated in training between 1997 and 2002	3,598,896
Number of these who were very likely to train in the next three years (long-term trainees)	2,289,679
Long-term trainees as a percentage of the total adult working population	16.4%

Table A.8b

Characteristics of long-term non-trainees and long-term trainees

	Long-term non-trainees	Long-term trainees
Sex		
Males	57.9	51.9
Females	42.1	48.1
Age		
25 to 34 years	12.9	29.3
35 to 44 years	24.7	33.6
45 to 54 years	32.6	29.6
55 to 64 years	29.9	7.5
Educational attainment		
High school or less	55.5	12.4
Some postsecondary education	6.3	7.3
Completed postsecondary certificate or diploma	27.2	40.2
Completed university degree	11.0	40.1

Appendix 1:

Standard tables for the total population aged 25 to 64 participating in job-related training

Table 1a

Percentage of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Weighted number of participants		3,849,175	3,975,743	5,179,961
Participation rate – Total	(%)	26.1	24.3	30.1
Age group				
25 to 34 years	(%)	31.8	30.6	39.5
35 to 44 years	(%)	30.6	27.3	32.0
45 to 54 years	(%)	24.5	23.7	29.8
55 to 64 years	(%)	8.8	8.4	14.4
Sex				
Men	(%)	27.1	24.4	30.0
Women	(%)	25.0	24.3	30.2
Educational attainment				
High school or less	(%)	14.3	12.3	14.4
0 to 8 years	(%)	5.4	4.9*	3.9
Some secondary education	(%)	10.5	9.3	10.1
Graduated from high school	(%)	20.9	17.0	19.5
Postsecondary non-university	(%)	33.9	29.0	34.5
Some postsecondary education	(%)	35.9	28.5	35.6
Postsecondary certificate/diploma	(%)	33.4	29.1	34.2
Postsecondary university	(%)	42.8	40.1	47.8
Province				
Atlantic provinces	(%)	21.1	22.1	28.3
Newfoundland and Labrador	(%)	18.1	17.4	24.0
Prince Edward Island	(%)	26.0	20.4	26.9
Nova Scotia	(%)	24.5	27.2	31.0
New Brunswick	(%)	18.4	19.7	28.3
Quebec	(%)	20.5	17.3	26.7
Ontario	(%)	27.2	27.2	30.3
Prairies	(%)	31.0	27.5	32.8
Manitoba	(%)	29.4	25.4	35.3
Saskatchewan	(%)	27.6	27.3	33.6
Alberta	(%)	32.8	28.4	31.7
British Columbia	(%)	31.4	26.8	33.6
Geographic area[1]				
Urban	(%)	..	25.1	30.8
Rural	(%)	..	20.1	26.3
Immigration				
Born in Canada	(%)	..	24.8	31.4
Not born in Canada	(%)	..	22.5	26.1

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Table 1a (concluded)

Percentage of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Labour force status				
Employed full-time	(%)	32.6	29.8	36.3
Employed part-time	(%)	25.2	26.1	31.7
Unemployed	(%)	19.3	19.7	22.1
Out of labour force	(%)	11.4	8.8	11.3
Private/Public sector[2]				
Private sector employees	(%)	..	23.5	27.9
Public sector employees	(%)	..	39.3	50.0
Occupation[2]				
White collar worker – professional and managerial	(%)	..	37.7	46.2
White collar worker – clerical, sales and services	(%)	..	23.5	29.1
Blue collar workers	(%)	..	18.4	22.5
Industry[2]				
Goods producing industries	(%)	..	22.2	25.0
Agriculture	(%)	..	13.8*	22.7
Forestry, Fishing, Mining, Oil and Gas	(%)	..	28.3	35.8
Utilities	(%)	..	37.2	52.9
Construction	(%)	..	18.6	21.6
Manufacturing – Durables	(%)	..	24.5	24.9
Manufacturing – Non durables	(%)	..	20.9	22.1
Service producing industries	(%)	..	30.5	38.0
Wholesale trade	(%)	..	21.1	27.5
Retail trade	(%)	..	18.3	25.9
Transportation and Warehousing	(%)	..	26.9	28.3
Finance, Insurance, Real Estate and Leasing	(%)	..	38.8	46.7
Professional, Scientific and Technical services	(%)	..	32.7	34.7
Management, Administrative and Other support	(%)	..	20.2	25.3
Educational services	(%)	..	42.1	52.8
Health Care and Social Assistance	(%)	..	37.1	50.2
Information, Culture and Recreation	(%)	..	32.3	37.8
Accommodation and Food services	(%)	..	15.0	20.5
Other services	(%)	..	20.5	29.2
Public administration	(%)	..	43.8	54.5

Notes:

[1] *Due to an exclusion that was done when creating the derived variable in 1993, 1993 is not comparable to 1997 and 2002.*

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.. *Not available for a specific reference period.*

Sources: *Adult Education and Training Survey, 1994*
Adult Education and Training Survey, 1998
Adult Education and Training Survey, 2003

Table 1b

Mean annual number of hours of job-related training per participant aged 25 to 64, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Weighted number of participants		3,849,175	3,975,743	5,179,961
Participation rate – Total	(%)	26.1	24.3	30.1
Mean annual number of hours of job-related training per participant – Total		152	182	176
Age group				
25 to 34 years		226	283	279
35 to 44 years		123	159	149
45 to 54 years		85	99	108
55 to 64 years		77	44	98
Sex				
Men		153	175	180
Women		151	189	173
Educational attainment				
High school or less		117	143	139
0 to 8 years		169	195*	F
Some secondary education		129	178	209*
Graduated from high school		107	125	120
Postsecondary non-university		172	179	165
Some postsecondary education		255	231	255
Postsecondary certificate/diploma		148	166	143
Postsecondary university		150	214	211
Province				
Atlantic provinces		192	196	185
Newfoundland and Labrador		258	285	239*
Prince Edward Island		112	180	85
Nova Scotia		181	168	182
New Brunswick		181	189	174*
Quebec		175	244	146
Ontario		129	161	184
Prairies		159	163	162
Manitoba		170	132	162
Saskatchewan		135	146	189
Alberta		162	178	154
British Columbia		153	187	211
Geographic area[1]				
Urban		..	192	185
Rural		..	120	121
Immigration				
Born in Canada		..	173	155
Not born in Canada		..	220	255
Labour force status				
Employed full-time		93	114	122
Employed part-time		232	293	219
Unemployed		267	362	331*
Out of labour force		465	575	585
Private/Public sector[2]				
Private sector employees		..	154	145
Public sector employees		..	155	154
Occupation[2]				
White collar workers – professional and managerial		..	157	151
White collar workers – clerical, sales and services		..	171	144
Blue collar workers		..	125	151

Table 1b (concluded)

Mean annual number of hours of job-related training per participant aged 25 to 64, by socio-economic characteristics, Canada, 1993, 1997 and 2002

	1993	1997	2002
Industry[2]			
Goods producing industries	..	138	128
Agriculture	..	116*	136**
Forestry, Fishing, Mining, Oil and Gas	..	132	131*
Utilities	..	106*	95
Construction	..	140	146
Manufacturing – Durables	..	145	109
Manufacturing – Non durables	..	144	146*
Service producing industries	..	159	154
Wholesale trade	..	64	F
Retail trade	..	138	160
Transportation and Warehousing	..	138	98**
Finance, Insurance, Real Estate and Leasing	..	111	133
Professional, Scientific and Technical services	..	174	147
Management, Administrative and Other support	..	359	195
Educational services	..	223	192
Health Care and Social Assistance	..	146	147
Information, Culture and Recreation	..	124	137
Accommodation and Food services	..	359	236*
Other services	..	146	176*
Public administration	..	111	130

Notes:

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F *Too unreliable to be published.*

.. *Not available for a specific reference period.*

Sources: *Adult Education and Training Survey, 1994*
Adult Education and Training Survey, 1998
Adult Education and Training Survey, 2003

Table 2a

Percentage of adult population aged 25 to 64 participating in employer supported job-related training activities, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Weighted number of participants		2,662,293	2,923,492	3,484,578
Participation rate – Total	(%)	18.0	17.9	20.2
Age group				
25 to 34 years	(%)	19.2	19.3	25.3
35 to 44 years	(%)	22.3	20.7	22.3
45 to 54 years	(%)	18.8	19.7	20.7
55 to 64 years	(%)	6.7	7.1	9.2
Sex				
Men	(%)	19.9	18.9	20.2
Women	(%)	16.2	16.9	20.3
Educational attainment				
High school or less	(%)	9.6	9.0	9.5
0 to 8 years	(%)	2.7*	2.8*	1.7*
Some secondary education	(%)	7.0	5.9	5.8
Graduated from high school	(%)	14.5	13.3	13.6
Postsecondary non-university	(%)	22.8	21.2	23.5
Some postsecondary education	(%)	20.4	19.9	21.0
Postsecondary certificate/diploma	(%)	23.4	21.6	24.1
Postsecondary university	(%)	32.0	29.8	31.8
Province				
Atlantic provinces	(%)	14.7	16.4	19.5
Newfoundland and Labrador	(%)	11.3	11.8	14.9
Prince Edward Island	(%)	19.5	15.5	17.0
Nova Scotia	(%)	17.0	20.9	22.0
New Brunswick	(%)	13.6	14.5	20.2
Quebec	(%)	12.5	11.3	18.8
Ontario	(%)	19.4	20.6	20.0
Prairies	(%)	22.6	21.9	22.7
Manitoba	(%)	22.8	20.3	24.1
Saskatchewan	(%)	20.7	22.8	23.6
Alberta	(%)	23.1	22.2	21.9
British Columbia	(%)	21.9	18.8	21.1
Geographic area[1]				
Urban	(%)	..	18.3	20.8
Rural	(%)	..	15.6	17.4
Immigration				
Born in Canada	(%)	..	19.0	22.2
Not born in Canada	(%)	..	13.5	14.2
Labour force status				
Employed full-time	(%)	26.8	25.2	27.4
Employed part-time	(%)	13.5	15.4	17.2
Unemployed	(%)	4.4*	6.4	7.7
Out of labour force	(%)	1.4*	1.1*	2.6
Private/Public sector[2]				
Private sector employees	(%)	..	18.0	18.4
Public sector employees	(%)	..	31.5	37.9
Occupation[2]				
White collar worker – professional and managerial	(%)	..	30.4	34.0
White collar worker – clerical, sales and services	(%)	..	17.3	18.9
Blue collar workers	(%)	..	13.9	14.9

Table 2a (concluded)

Percentage of adult population aged 25 to 64 participating in employer supported job-related training activities, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Industry[2]	(%)	..	17.7	17.4
Goods producing industries	(%)	..	7.8**	7.0*
Agriculture	(%)	..	23.9	26.3
Forestry, Fishing, Mining, Oil and Gas	(%)	..	36.7	44.7
Utilities	(%)	..	13.7	11.9
Construction	(%)	..	19.7	19.6
Manufacturing – Durables	(%)	..	16.7	16.5
Manufacturing – Non durables	(%)	..	23.7	26.7
Service producing industries	(%)	..	19.5	19.5
Wholesale trade	(%)	..	12.9	16.6
Retail trade	(%)	..	22.8	22.4
Transportation and Warehousing	(%)	..	33.6	34.8
Finance, Insurance, Real Estate and Leasing	(%)	..	23.9	19.0
Professional, Scientific and Technical services	(%)	..	10.2*	13.7
Management, Administrative and Other support	(%)	..	30.0	40.9
Educational services	(%)	..	28.7	34.1
Health Care and Social Assistance	(%)	..	25.5	26.7
Information, Culture and Recreation	(%)	..	6.7*	11.0
Accommodation and Food services	(%)	..	15.6	16.3
Other services	(%)	..	40.1	48.9
Public administration				

Notes:

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Sources: *Adult Education and Training Survey, 1994*
Adult Education and Training Survey, 1998
Adult Education and Training Survey, 2003

Table 2b

Mean annual number of hours of job-related employer supported training per participant aged 25 to 64, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Weighted number of participants		2,662,293	2,923,492	3,484,578
Participation rate – Total	(%)	18.0	17.9	20.2
Mean annual number of hours of job-related employer supported training per participant – Total		64	74	120
Age group				
25 to 34 years	(%)	90	111	200
35 to 44 years	(%)	57	72	92
45 to 54 years	(%)	44	46	73
55 to 64 years	(%)	40	35	89*
Sex				
Men	(%)	73	82	132
Women	(%)	53	66	109
Educational attainment				
High school or less	(%)	41	60	86
0 to 8 years	(%)	38*	34*	F
Some secondary education	(%)	48	48	F
Graduated from high school	(%)	39	65	83
Postsecondary non-university	(%)	69	70	115
Some postsecondary education	(%)	69	75	181
Postsecondary certificate/diploma	(%)	69	68	102
Postsecondary university	(%)	76	91	145
Province				
Atlantic provinces	(%)	93	65	137
Newfoundland and Labrador	(%)	110	87	172**
Prince Edward Island	(%)	35	95	70*
Nova Scotia	(%)	96	44	118*
New Brunswick	(%)	92	83	154**
Quebec	(%)	54	76	94*
Ontario	(%)	53	80	125
Prairies	(%)	87	73	121
Manitoba	(%)	105	67	107
Saskatchewan	(%)	73	65	143*
Alberta	(%)	85	77	119*
British Columbia	(%)	60	61	143
Geographic area[1]				
Urban	(%)	..	78	125
Rural	(%)	..	51	89
Immigration				
Born in Canada	(%)	..	75	109
Not born in Canada	(%)	..	72	171*
Labour force status				
Employed full-time	(%)	64	69	100
Employed part-time	(%)	55	84	189
Unemployed	(%)	74*	214*	F
Out of labour force	(%)	93*	135*	497*
Private/Public sector[2]				
Private sector employees	(%)	..	74	110
Public sector employees	(%)	..	74	118
Occupation[2]				
White collar worker – professional and managerial	(%)	..	75	117
White collar worker – clerical, sales and services	(%)	..	80	99
Blue collar workers	(%)	..	64	123*

Table 2b (concluded)

Mean annual number of hours of job-related employer supported training per participant aged 25 to 64, by socio-economic characteristics, Canada, 1993, 1997 and 2002

		1993	1997	2002
Industry[2]				
Goods producing industries	(%)	..	85	92
Agriculture	(%)	..	61**	F
Forestry, Fishing, Mining, Oil and Gas	(%)	..	85	98*
Utilities	(%)	..	98*	79
Construction	(%)	..	78	106**
Manufacturing – Durables	(%)	..	79	76
Manufacturing – Non durables	(%)	..	98	114*
Service producing industries	(%)	..	71	119
Wholesale trade	(%)	..	35	F
Retail trade	(%)	..	51	77
Transportation and Warehousing	(%)	..	78	F
Finance, Insurance, Real Estate and Leasing	(%)	..	69	138*
Professional, Scientific and Technical services	(%)	..	72	86*
Management, Administrative and Other support	(%)	..	56*	177**
Educational services	(%)	..	80	148*
Health Care and Social Assistance	(%)	..	69	118
Information, Culture and Recreation	(%)	..	53	81*
Accommodation and Food services	(%)	..	93*	172*
Other services	(%)	..	91	152**
Public administration	(%)	..	79	105*

Notes:

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Table 3

Percentage distribution of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Weighted number of participants		5,179,961	370,991	72,946	20,223	159,796	118,026	1,117,025
Age group								
25 to 34 years		1,701,529	118,295	20,811	5,418	51,676	40,390	385,542
	(%)	32.9	31.9	28.5	26.8	32.3	34.2	34.5
35 to 44 years		1,654,874	122,482	27,782	7,101	48,249	39,351	343,805
	(%)	32.0	33.0	38.1	35.1	30.2	33.3	30.8
45 to 54 years		1,370,344	101,361	18,390	5,283	47,273	30,415	294,854
	(%)	26.5	27.3	25.2	26.1	29.6	25.8	26.4
55 to 64 years		453,215	28,853	5,963**	2,421	12,598*	7,870*	92,825
	(%)	8.8	7.8	8.2**	12.0	7.9	6.7*	8.3
Sex								
Male		2,571,404	186,386	39,376	9,974	77,557	59,480	556,506
	(%)	49.6	50.2	54.0	49.3	48.5	50.4	49.8
Female		2,608,558	184,605	33,570	10,249	82,239	58,546	560,520
	(%)	50.4	49.8	46.0	50.7	51.5	49.6	50.2
Educational attainment								
High school or less		889,197	70,746	9,932*	4,500*	28,901	27,412	166,873
	(%)	17.2	19.1	13.6*	22.3*	18.1	23.2	14.9
Postsecondary non-university		2,536,750	194,911	42,539	10,750	82,637	58,985	564,022
	(%)	49.0	52.5	58.3	53.2	51.7	50.0	50.5
Postsecondary university		1,754,014	105,334	20,475	4,972*	48,257	31,629	386,130
	(%)	33.9	28.4	28.1	24.6*	30.2	26.8	34.6
Immigration								
Born in Canada		4,131,352	352,644	69,155	19,753	150,946	112,790	986,675
	(%)	79.8	95.1	94.8	97.7	94.5	95.6	88.3
Not born in Canada		1,004,621	18,153	F	X	8,850*	5,236**	112,640*
	(%)	19.4	4.9	F	X	5.5*	4.4**	10.1
Household income ($)								
Under 15,000		253,370	22,901	F	F	13,112*	6,444*	51,856*
	(%)	4.9	6.2	F	F	8.2*	5.5*	4.6*
15,000 to 29,999		491,373	47,309	7,866*	1,935**	22,987	14,521	125,984
	(%)	9.5	12.8	10.8*	9.6*	14.4	12.3	11.3
30,000 to 39,999		474,376	38,490	7,493*	3,173*	16,306	11,518*	110,109
	(%)	9.2	10.4	10.3*	15.7*	10.2	9.8*	9.9
40,000 to 49,999		562,080	46,481	7,790*	2,702*	17,281	18,708	127,455
	(%)	10.9	12.5	10.7*	13.4*	10.8	15.9	11.4
50,000 to 59,999		558,828	47,612	11,825*	3,323*	18,227	14,238	132,675
	(%)	10.8	12.8	16.2*	16.4*	11.4	12.1	11.9
60,000 to 79,999		903,274	64,425	12,852*	3,708	29,943	17,923	207,413
	(%)	17.4	17.4	17.6	18.3	18.7	15.2	18.6
80,000 or more		1,498,280	73,489	14,921*	3,508*	30,823	24,236	282,194
	(%)	28.9	19.8	20.5	17.4*	19.3	20.5	25.3
Labour force status								
Employed		4,576,554	315,055	59,284	17,847	135,342	102,582	990,861
	(%)	88.4	84.9	81.3	88.3	84.7	86.9	88.7
Not employed		603,407	55,936	13,662	2,376*	24,453	15,444	126,165
	(%)	11.7	15.1	18.7	11.8*	15.3	13.1	11.3
Private/Public sector								
Private sector employees		2,792,777	173,548	35,956	8,455	69,593	59,545	569,300
	(%)	53.9	46.8	49.3	41.8	43.6	50.5	51.0
Public sector employees		2,141,208	179,094	32,674	10,996	80,624	54,800	485,197
	(%)	41.3	48.3	44.8	54.4	50.5	46.4	43.4

Table 3 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Weighted number of participants		5,179,961	2,023,444	901,089	202,183	162,436	536,470	767,412
Age group								
25 to 34 years		1,701,529	662,679	298,793	69,479	50,641	178,674	236,219
	(%)	32.9	32.8	33.2	34.4	31.2	33.3	30.8
35 to 44 years		1,654,874	681,877	275,427	59,237	51,267	164,922	231,283
	(%)	32.0	33.7	30.6	29.3	31.6	30.7	30.1
45 to 54 years		1,370,344	516,447	239,620	53,110	46,317	140,193	218,062
	(%)	26.5	25.5	26.5	26.3	28.5	26.1	28.4
55 to 64 years		453,215	162,441	87,249	20,357	14,211	52,681	81,848
	(%)	8.8	8.0	9.7	10.1	8.8	9.8	10.7
Sex								
Male		2,571,404	986,350	466,379	104,055	79,847	282,476	375,783
	(%)	49.6	48.8	51.8	51.5	49.2	52.7	49.0
Female		2,608,558	1,037,094	434,710	98,128	82,589	253,994	391,629
	(%)	50.4	51.3	48.2	48.5	50.8	47.4	51.0
Educational attainment								
High school or less		889,197	326,462	186,938	50,554	34,518	101,867	138,178
	(%)	17.2	16.1	20.8	25.0	21.3	19.0	18.0
Postsecondary non-university		2,536,750	962,882	439,625	88,852	76,103	274,670	375,310
	(%)	49.0	47.6	48.8	44.0	46.9	51.2	48.9
Postsecondary university		1,754,014	734,100	274,526	62,777	51,816	159,934	253,924
	(%)	33.9	36.3	30.5	31.1	31.9	29.8	33.1
Immigration								
Born in Canada		4,131,352	1,471,075	787,036	174,732	147,471	464,833	533,922
	(%)	79.8	72.7	87.3	86.4	90.8	86.7	69.6
Not born in Canada		1,004,621	541,117	106,679	25,754	13,608	67,317	226,032
	(%)	19.4	26.7	11.8	12.7	8.4	12.6	29.5
Household income ($)								
Under 15,000		253,370	91,505	36,479	7,899*	8,148*	20,432*	50,629*
	(%)	4.9	4.5	4.1	3.9*	5.0*	3.8*	6.6*
15,000 to 29,999		491,373	164,705	81,009	18,974	12,103	49,932	72,366
	(%)	9.5	8.1	9.0	9.4	7.5	9.3	9.4
30,000 to 39,999		474,376	163,292	93,288	20,801	14,059	58,428	69,197
	(%)	9.2	8.1	10.4	10.3	8.7	10.9	9.0
40,000 to 49,999		562,080	200,183	94,010	18,567	16,821	58,622	93,951
	(%)	10.9	9.9	10.4	9.2	10.4	10.9	12.2
50,000 to 59,999		558,828	202,719	95,508	30,847	19,820	44,842	80,312
	(%)	10.8	10.0	10.6	15.3	12.2	8.4	10.5
60,000 to 79,999		903,274	338,432	151,528	34,975	32,196	84,356	141,476
	(%)	17.4	16.7	16.8	17.3	19.8	15.7	18.4
80,000 or more		1,498,280	703,026	246,784	46,082	39,464	161,239	192,787
	(%)	28.9	34.7	27.4	22.8	24.3	30.1	25.1
Labour force status								
Employed		4,576,554	1,787,643	811,880	176,148	146,594	489,138	671,115
	(%)	88.4	88.4	90.1	87.1	90.3	91.2	87.5
Not employed		603,407	235,801	89,209	26,035	15,843	47,332	96,296
	(%)	11.7	11.7	9.9	12.9	9.8	8.8	12.6
Private/Public sector								
Private sector employees		2,792,777	1,140,698	497,414	104,388	82,289	310,737	411,816
	(%)	53.9	56.4	55.2	51.6	50.7	57.9	53.7
Public sector employees		2,141,208	790,219	370,864	86,411	75,532	208,921	315,834
	(%)	41.3	39.1	41.2	42.7	46.5	38.9	41.2

Table 3 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Occupation								
White collar – professional and managerial		2,769,485	183,575	34,891	10,592	78,855	59,236	615,249
	(%)	53.5	49.5	47.8	52.4	49.4	50.2	55.1
White collar – clerical, sales and services		1,318,400	95,876	19,049	5,613	41,057	30,157	265,040
	(%)	25.5	25.8	26.1	27.8	25.7	25.6	23.7
Blue collar worker		846,101	73,191	14,690	3,245*	30,305	24,952	174,209
	(%)	16.3	19.7	20.1	16.1*	19.0	21.1	15.6
Industry								
Goods producing industries		947,146	61,779	11,379*	2,841*	24,746	22,814	192,106
	(%)	18.3	16.7	15.6*	14.1*	15.5	19.3	17.2
Service producing industries		3,986,839	290,863	57,251	16,610	125,471	91,531	862,391
	(%)	77.0	78.4	78.5	82.1	78.5	77.6	77.2
Type of activity								
Programs only		938,489	52,173	13,893	1,790**	21,050	15,439	222,006
	(%)	18.1	14.1	19.1	8.9**	13.2	13.1	19.9
Courses only		3,760,512	291,148	51,484	17,128	128,153	94,383	826,144
	(%)	72.6	78.5	70.6	84.7	80.2	80.0	74.0
Both programs and courses		480,958	27,669	7,569*	F	10,592*	8,204*	68,875
	(%)	9.3	7.5	10.4*	F	6.6*	7.0*	6.2
Barriers to training								
Yes (needs or wants)		1,871,493	125,304	21,204	6,598	52,996	44,505	367,026
	(%)	36.1	33.8	29.1	32.6	33.2	37.7	32.9
No (needs and wants)		3,261,537	244,993	51,742	13,498	106,799	72,953	730,895
	(%)	63.0	66.0	70.9	66.8	66.8	61.8	65.4
Self-directed training								
Yes		4,200,820	291,542	56,797	16,030	124,613	94,102	861,186
	(%)	81.1	78.6	77.9	79.3	78.0	79.7	77.1
No		926,600	78,455	15,955	4,044*	35,183	23,273	238,349
	(%)	17.9	21.2	21.9	20.0	22.0	19.7	21.3
Job-related training objectives[1]								
Increase your income / Get a promotion		1,612,357	106,692	22,630	4,366*	48,650	31,046	250,972
	(%)	31.1	28.8	31.0	21.6*	30.5	26.3	22.5
Keep your job		542,269	45,513	7,640*	1,484**	20,830	15,558*	77,785
	(%)	10.5	12.3	10.5*	7.3**	13.0	13.2*	7.0
Do your job better		3,716,605	273,349	48,124	13,894	119,879	91,452	828,122
	(%)	71.8	73.7	66.0	68.7	75.0	77.5	74.1
Start own business / Help find or change jobs		1,538,134	99,777	25,467	5,159*	43,196	25,955	239,840
	(%)	29.7	26.9	34.9	25.5*	27.0	22.0	21.5
Other		662,719	51,892	12,389*	2,351*	23,049	14,103*	132,105
	(%)	12.8	14.0	17.0*	11.6*	14.4	11.9	11.8
Job-related training outcomes[1]								
Increase your income / Get a promotion		927,233	65,293	10,736*	3,274**	29,031	22,253	131,284
	(%)	17.9	17.6	14.7*	16.2*	18.2	18.9	11.8
Keep your job		814,169	58,688	12,040*	1,953**	27,954	16,740*	125,939
	(%)	15.7	15.8	16.5*	9.7*	17.5	14.2*	11.3
Do your job better		3,545,382	264,456	48,164	13,127	115,850	87,315	798,643
	(%)	68.4	71.3	66.0	64.9	72.5	74.0	71.5
Start own business / Help find or change jobs		643,036	41,030	10,530*	2,648**	18,048*	9,805*	111,446
	(%)	12.4	11.1	14.4*	13.1*	11.3*	8.3*	10.0
Other		275,802	17,175	F	F	6,335**	6,248**	67,631
	(%)	5.3	4.6	F	F	4.0**	5.3**	6.1

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Table 3 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Occupation								
White collar – professional and managerial		2,769,485	1,102,850	466,579	99,248	88,400	278,932	401,232
	(%)	53.5	54.5	51.8	49.1	54.4	52.0	52.3
White collar – clerical, sales and services		1,318,400	521,018	229,493	61,094	37,276	131,123	206,973
	(%)	25.5	25.8	25.5	30.2	23.0	24.4	27.0
Blue collar worker		846,101	307,049	172,206	30,458	32,145	109,603	119,445
	(%)	16.3	15.2	19.1	15.1	19.8	20.4	15.6
Industry								
Goods producing industries		947,146	402,513	180,131	37,509	32,482	110,141	110,615
	(%)	18.3	19.9	20.0	18.6	20.0	20.5	14.4
Service producing industries		3,986,839	1,528,404	688,146	153,291	125,338	409,517	617,035
	(%)	77.0	75.5	76.4	75.8	77.2	76.3	80.4
Type of activity								
Programs only		938,489	361,462	154,021	37,363	25,294	91,364	148,828
	(%)	18.1	17.9	17.1	18.5	15.6	17.0	19.4
Courses only		3,760,512	1,420,997	677,102	141,050	124,709	411,343	545,121
	(%)	72.6	70.2	75.1	69.8	76.8	76.7	71.0
Both programs and courses		480,958	240,985	69,966	23,769	12,434	33,764	73,463
	(%)	9.3	11.9	7.8	12.0	7.7	6.3	9.6
Barriers to training								
Yes (needs or wants)		1,871,493	779,397	324,828	68,057	52,007	204,764	274,939
	(%)	36.1	38.5	36.1	33.7	32.0	38.2	35.8
No (needs and wants)		3,261,537	1,233,334	570,738	133,138	109,315	328,285	481,578
	(%)	63.0	61.0	63.3	65.9	67.3	61.2	62.8
Self-directed training								
Yes		4,200,820	1,703,911	724,803	163,490	128,153	433,160	619,378
	(%)	81.1	84.2	80.4	80.9	78.9	80.7	80.7
No		926,600	310,981	161,094	36,383	32,691	92,020	137,721
	(%)	17.9	15.4	17.9	18.0	20.1	17.2	18.0
Job-related training objectives[1]								
Increase your income / Get a promotion		1,612,357	719,850	285,698	88,155	51,900	145,642	249,146
	(%)	31.1	35.6	31.7	43.6	32.0	27.2	32.5
Keep your job		542,269	235,848	100,723	24,277	20,370	56,077	82,400
	(%)	10.5	11.7	11.2	12.0	12.5	10.5	10.7
Do your job better		3,716,605	1,430,898	652,497	143,423	116,179	392,894	531,740
	(%)	71.8	70.7	72.4	70.9	71.5	73.2	69.3
Start own business / Help find or change jobs		1,538,134	656,796	246,247	71,176	34,395	140,675	295,475
	(%)	29.7	32.5	27.3	35.2	21.2	26.2	38.5
Other		662,719	291,109	92,764	26,320	20,361	46,083	94,849
	(%)	12.8	14.4	10.3	13.0	12.5	8.6	12.4
Job-related training outcomes[1]								
Increase your income / Get a promotion		927,233	384,032	196,523	52,816	32,850	110,857	150,100
	(%)	17.9	19.0	21.8	26.1	20.2	20.7	19.6
Keep your job		814,169	328,373	170,052	39,325	26,515	104,213	131,117
	(%)	15.7	16.2	18.9	19.5	16.3	19.4	17.1
Do your job better		3,545,382	1,356,538	625,224	133,716	116,434	375,074	500,521
	(%)	68.4	67.0	69.4	66.1	71.7	69.9	65.2
Start own business / Help find or change jobs		643,036	264,034	117,373	32,889	19,946	64,537	109,153
	(%)	12.4	13.1	13.0	16.3	12.3	12.0	14.2
Other		275,802	111,999	37,506	12,232*	6,810*	18,464*	41,492*
	(%)	5.3	5.5	4.2	6.1*	4.2*	3.4*	5.4*

Table 3 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Personal interest training								
Yes		707,308	37,154	5,584**	2,024**	15,976	13,571*	184,010
	(%)	13.7	10.0	7.7**	10.0*	10.0	11.5*	16.5
No		4,469,735	333,837	67,363	18,199	143,820	104,455	932,865
	(%)	86.3	90.0	92.4	90.0	90.0	88.5	83.5

Notes:

1 *Due to multiple responses, the sum may exceed 100.*

* *Numbers marked with this symbol have a coefficient of variation between 16.5% and 25% and are less reliable than unmarked numbers.*

** *Numbers marked with this symbol have a coefficient of variation between 25% and 33.3% and are very unreliable.*

F *Too unreliable to be published.*

X *Suppressed to meet the confidentiality requirements of the Statistics Act.*

Source: *Adult Education and Training Survey, 2003*

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Table 3 (concluded)

Percentage distribution of adult population aged 25 to 64 participating in job-related training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Personal interest training								
Yes		707,308	233,618	119,018	23,065	22,631	73,322	133,507
	(%)	13.7	11.6	13.2	11.4	13.9	13.7	17.4
No		4,469,735	1,789,826	779,303	178,856	139,806	460,641	633,904
	(%)	86.3	88.5	86.5	88.5	86.1	85.9	82.6

Notes:

[1] Due to multiple responses, the sum may exceed 100.

** Numbers marked with this symbol have a coefficient of variation between 16.5% and 25% and are less reliable than unmarked numbers.*

*** Numbers marked with this symbol have a coefficient of variation between 25% and 33.3% and are very unreliable.*

F Too unreliable to be published.

X Suppressed to meet the confidentiality requirements of the Statistics Act.

Source: *Adult Education and Training Survey, 2003*

Table 4

Percentage distribution of adult population aged 25 to 64 participating in job-related employer supported training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Weighted number of participants		3,484,578	255,785	45,289	12,801	113,341	84,354	787,410
Age group								
25 to 34 years		1,091,474	71,849	10,481*	3,748*	30,426	27,194	269,898
	(%)	31.3	28.1	23.1*	29.3	26.8	32.2	34.3
35 to 44 years		1,152,480	88,926	18,842	3,755	38,121	28,208	242,665
	(%)	33.1	34.8	41.6	29.3	33.6	33.4	30.8
45 to 54 years		952,332	77,429	12,932	3,963	36,673	23,860	212,053
	(%)	27.3	30.3	28.6	31.0	32.4	28.3	26.9
55 to 64 years		288,289	17,580	F	1,335**	8,120*	5,092*	62,793*
	(%)	8.3	6.9	F	10.4**	7.2*	6.0*	8.0
Sex								
Male		1,733,864	122,224	22,745	5,991	49,240	44,249	403,687
	(%)	49.8	47.8	50.2	46.8	43.4	52.5	51.3
Female		1,750,715	133,561	22,544	6,810	64,101	40,106	383,723
	(%)	50.2	52.2	49.8	53.2	56.6	47.5	48.7
Educational attainment								
High school or less		586,316	48,630	6,737*	2,005*	20,902	18,985	98,132
	(%)	16.8	19.0	14.9*	15.7*	18.4	22.5	12.5
Postsecondary non-university		1,729,642	129,105	26,933	6,971	55,458	39,743	407,494
	(%)	49.6	50.5	59.5	54.5	48.9	47.1	51.8
Postsecondary university		1,168,620	78,050	11,618*	3,826*	36,981	25,626	281,785
	(%)	33.5	30.5	25.7*	29.9*	32.6	30.4	35.8
Immigration								
Born in Canada		2,915,672	243,421	43,385	12,593	108,004	79,439	722,351
	(%)	83.7	95.2	95.8	98.4	95.3	94.2	91.7
Not born in Canada		546,323	12,364*	F	X	5,337**	4,915**	55,037**
	(%)	15.7	4.8*	F	X	4.7**	5.8**	7.0*
Household income ($)								
Under 15,000		64,935*	5,739**	X	X	F	X	F
	(%)	1.9*	2.2**	X	X	F	X	F
15,000 to 29,999		243,207	27,701	3,441**	F	13,381*	9,749*	62,179
	(%)	7.0	10.8	7.6**	F	11.8*	11.6*	7.9
30,000 to 39,999		280,310	25,270	4,438**	1,251**	11,875*	7,706*	78,014
	(%)	8.0	9.9	9.8**	9.8**	10.5*	9.1*	9.9
40,000 to 49,999		384,772	35,324	5,197**	1,612**	13,624*	14,891	80,709
	(%)	11.0	13.8	11.5**	12.6**	12.0*	17.7	10.3
50,000 to 59,999		433,478	38,823	9,019*	1,728**	16,674*	11,402*	110,766
	(%)	12.4	15.2	19.9*	13.5**	14.7*	13.5*	14.1
60,000 to 79,999		709,488	52,452	9,044*	3,298	24,310	15,800	170,473
	(%)	20.4	20.5	20.0*	25.8	21.5	18.7	21.7
80,000 or more		1,137,638	51,653	7,917*	3,144*	22,049	18,542	224,182
	(%)	32.7	20.2	17.5*	24.6*	19.5	22.0	28.5
Labour force status								
Employed		3,317,911	237,567	41,108	12,419	104,959	79,080	755,621
	(%)	95.2	92.9	90.8	97.0	92.6	93.8	96.0
Not employed		166,666	18,218	4,180**	X	8,382*	5,274**	31,789**
	(%)	4.8	7.1	9.2**	x	7.4*	6.3**	4.0**
Private/Public sector								
Private sector employees		1,834,856	109,692	20,326	3,696*	46,194	39,476	407,843
	(%)	52.7	42.9	44.9	28.9	40.8	46.8	51.8
Public sector employees		1,623,493	145,712	24,962	9,105	66,765	44,879	369,619
	(%)	46.6	57.0	55.1	71.1	58.9	53.2	46.9

Table 4 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related employer supported training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Weighted number of participants		3,484,578	1,337,509	623,035	138,025	114,282	370,728	480,838
Age group								
25 to 34 years		1,091,474	420,511	187,813	42,332	33,196	112,285	141,403
	(%)	31.3	31.4	30.1	30.7	29.1	30.3	29.4
35 to 44 years		1,152,480	461,387	204,428	41,135	38,490	124,802	155,075
	(%)	33.1	34.5	32.8	29.8	33.7	33.7	32.3
45 to 54 years		952,332	354,710	170,636	41,066	31,762	97,808	137,505
	(%)	27.3	26.5	27.4	29.8	27.8	26.4	28.6
55 to 64 years		288,289	100,902	60,158	13,493	10,833	35,833	46,856
	(%)	8.3	7.5	9.7	9.8	9.5	9.7	9.7
Sex								
Male		1,733,864	662,223	320,062	67,026	53,970	199,066	225,667
	(%)	49.8	49.5	51.4	48.6	47.2	53.7	46.9
Female		1,750,715	675,286	302,973	71,000	60,312	171,662	255,171
	(%)	50.2	50.5	48.6	51.4	52.8	46.3	53.1
Educational attainment								
High school or less		586,316	219,644	126,948	31,954	23,219	71,776	92,962
	(%)	16.8	16.4	20.4	23.2	20.3	19.4	19.3
Postsecondary non-university		1,729,642	651,629	298,515	61,895	52,602	184,018	242,899
	(%)	49.6	48.7	47.9	44.8	46.0	49.6	50.5
Postsecondary university		1,168,620	466,236	197,572	44,176	38,461	114,934	144,977
	(%)	33.5	34.9	31.7	32.0	33.7	31.0	30.2
Immigration								
Born in Canada		2,915,672	1,039,848	556,274	124,660	104,396	327,218	353,778
	(%)	83.7	77.8	89.3	90.3	91.4	88.3	73.6
Not born in Canada		546,323	291,207	64,464	13,032	9,280*	42,152	123,251
	(%)	15.7	21.8	10.4	9.4	8.1*	11.4	25.6
Household income ($)								
Under 15,000		64,935*	19,650**	9,088*	F	F	F	F
	(%)	1.9*	1.5**	1.5*	F	F	F	F
15,000 to 29,999		243,207	69,281	48,050	12,101*	6,138*	29,811*	35,995*
	(%)	7.0	5.2	7.7	8.8	5.4*	8.0*	7.5*
30,000 to 39,999		280,310	88,913	58,948	14,151	10,240*	34,558	29,164*
	(%)	8.0	6.7	9.5	10.3	9.0*	9.3	6.1*
40,000 to 49,999		384,772	133,413	68,027	13,448*	12,265*	42,313	67,300
	(%)	11.0	10.0	10.9	9.7*	10.7	11.4	14.0
50,000 to 59,999		433,478	150,777	73,001	22,397	15,272	35,332*	60,111
	(%)	12.4	11.3	11.7	16.2	13.4	9.5*	12.5
60,000 to 79,999		709,488	270,298	117,794	26,407	25,242	66,144	98,472
	(%)	20.4	20.2	18.9	19.1	22.1	17.8	20.5
80,000 or more		1,137,638	528,153	184,848	34,483	29,332	121,032	148,804
	(%)	32.7	39.5	29.7	25.0	25.7	32.7	31.0
Labour force status								
Employed		3,317,911	1,272,349	595,268	131,973	108,600	354,695	457,107
	(%)	95.2	95.1	95.5	95.6	95.0	95.7	95.1
Not employed		166,666	65,161	27,767*	6,053**	5,681*	16,033**	23,731*
	(%)	4.8	4.9	4.5*	4.4**	5.0*	4.3*	4.9*
Private/Public sector								
Private sector employees		1,834,856	747,570	324,144	62,539	54,496	207,108	245,608
	(%)	52.7	55.9	52.0	45.3	47.7	55.9	51.1
Public sector employees		1,623,493	579,172	295,260	73,459	59,655	162,147	233,730
	(%)	46.6	43.3	47.4	53.2	52.2	43.7	48.6

Table 4 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related employer supported training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Occupation								
White collar – professional and managerial		2,041,770	141,924	23,592	8,168	62,240	47,924	460,062
	(%)	58.6	55.5	52.1	63.8	54.9	56.8	58.4
White collar – clerical, sales and services		856,184	66,423	12,097*	3,659*	30,952	19,714	189,302
	(%)	24.6	26.0	26.7	28.6*	27.3	23.4	24.0
Blue collar worker		560,394	47,056	9,599*	F	19,767	16,716*	128,099
	(%)	16.1	18.4	21.2*	F	17.4	19.8	16.3
Industry								
Goods producing industries		657,466	38,356	7,286**	852**	16,368	13,851*	132,637
	(%)	18.9	15.0	16.1*	6.7**	14.4	16.4*	16.8
Service producing industries		2,800,884	217,048	38,003	11,949	96,592	70,504	644,825
	(%)	80.4	84.9	83.9	93.4	85.2	83.6	81.9
Type of activity								
Programs only		333,213	15,007*	F	X	7,231**	4,009**	73,650*
	(%)	9.6	5.9*	F	X	6.4**	4.8**	9.4*
Courses only		2,813,254	221,229	37,307	11,553	98,161	74,207	655,804
	(%)	80.7	86.5	82.4	90.3	86.6	88.0	83.3
Both programs and courses		338,110	19,548	4,599**	X	7,949**	6,138**	57,957*
	(%)	9.7	7.6	10.2**	X	7.0**	7.3**	7.4
Barriers to training								
Yes (needs or wants)		1,246,552	83,656	13,431	4,097	35,607	30,521	251,300
	(%)	35.8	32.7	29.7	32.0	31.4	36.2	31.9
No (needs and wants)		2,217,516	171,435	31,858	8,577	77,734	53,266	529,084
	(%)	63.6	67.0	70.3	67.0	68.6	63.2	67.2
Self-directed training								
Yes		2,861,639	209,723	36,901	10,600	91,722	70,501	601,460
	(%)	82.1	82.0	81.5	82.8	80.9	83.6	76.4
No		598,751	45,913	8,387*	2,053**	21,619	13,854*	176,326
	(%)	17.2	18.0	18.5*	16.0*	19.1	16.4*	22.4
Job-related training objectives[1]								
Increase your income / Get a promotion		1,069,747	64,723	12,609*	2,554**	32,076	17,483*	160,368
	(%)	30.7	25.3	27.8*	20.0**	28.3	20.7	20.4
Keep your job		416,727	34,632	6,375**	F	15,433	11,886*	55,323*
	(%)	12.0	13.5	14.1*	F	13.6	14.1*	7.0
Do your job better		3,015,895	224,195	38,006	11,134	99,710	75,344	701,392
	(%)	86.6	87.7	83.9	87.0	88.0	89.3	89.1
Start own business / Help find or change jobs		653,853	39,385	9,688*	2,028**	17,298*	10,370*	80,628*
	(%)	18.8	15.4	21.4*	15.9**	15.3*	12.3*	10.2
Other		396,758	32,885	5,130*	1,573**	15,456*	10,726*	93,033
	(%)	11.4	12.9	11.3*	12.3**	13.6	12.7*	11.8
Job-related training outcomes[1]								
Increase your income / Get a promotion		645,441	44,561	6,871**	2,270**	18,294*	17,126*	94,659
	(%)	18.5	17.4	15.2**	17.7**	16.1*	20.3	12.0
Keep your job		640,513	45,992	9,111*	1,260**	21,589	14,032*	93,017
	(%)	18.4	18.0	20.1*	9.8**	19.1	16.6*	11.8
Do your job better		2,859,406	216,482	38,448	10,534	95,105	72,395	665,274
	(%)	82.1	84.6	84.9	82.3	83.9	85.8	84.5
Start own business / Help find or change jobs		297,244	16,180*	F	X	7,767**	4,328**	29,852**
	(%)	8.5	6.3*	F	X	6.9**	5.1**	5.2**
Other		157,922	10,179*	F	X	F	4,196**	43,310*
	(%)	4.5	4.0*	F	X	F	5.0**	5.5*

Table 4 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related employer supported training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Occupation								
White collar – professional and managerial		2,041,770	801,409	345,810	78,420	67,567	199,823	292,565
	(%)	58.6	59.9	55.5	56.8	59.1	53.9	60.8
White collar – clerical, sales and services		856,184	323,139	160,036	40,479	26,918	92,639	117,285
	(%)	24.6	24.2	25.7	29.3	23.6	25.0	24.4
Blue collar worker		560,394	202,193	113,559	17,099	19,666	76,793	69,488
	(%)	16.1	15.1	18.2	12.4	17.2	20.7	14.5
Industry								
Goods producing industries		657,466	291,457	124,150	22,410	21,332	80,408	70,865
	(%)	18.9	21.8	19.9	16.2	18.7	21.7	14.7
Service producing industries		2,800,884	1,035,284	495,254	113,589	92,819	288,846	408,473
	(%)	80.4	77.4	79.5	82.3	81.2	77.9	85.0
Type of activity								
Programs only		333,213	136,216	60,264	14,898*	10,482*	34,885*	48,076*
	(%)	9.6	10.2	9.7	10.8	9.2*	9.4	10.0
Courses only		2,813,254	1,042,711	510,904	107,055	93,582	310,267	382,607
	(%)	80.7	78.0	82.0	77.6	81.9	83.7	79.6
Both programs and courses		338,110	158,582	51,867	16,072	10,218*	25,576*	50,155*
	(%)	9.7	11.9	8.3	11.6	8.9*	6.9*	10.4
Barriers to training								
Yes (needs or wants)		1,246,552	520,953	222,907	52,263	39,713	130,930	167,737
	(%)	35.8	39.0	35.8	37.9	34.8	35.3	34.9
No (needs and wants)		2,217,516	811,011	398,160	85,546	73,611	239,003	307,826
	(%)	63.6	60.6	63.9	62.0	64.4	64.5	64.0
Self-directed training								
Yes		2,861,639	1,147,195	511,135	114,762	92,945	303,428	392,125
	(%)	82.1	85.8	82.0	83.2	81.3	81.9	81.6
No		598,751	187,605	103,814	22,434	20,069	61,311	85,093
	(%)	17.2	14.0	16.7	16.3	17.6	16.5	17.7
Job-related training objectives[1]								
Increase your income / Get a promotion		1,069,747	488,117	205,022	60,518	40,916	103,589	151,517
	(%)	30.7	36.5	32.9	43.8	35.8	27.9	31.5
Keep your job		416,727	183,022	79,852	18,535	15,526	45,791	63,898
	(%)	12.0	13.7	12.8	13.4	13.6	12.4	13.3
Do your job better		3,015,895	1,150,366	530,975	115,587	96,438	318,949	408,969
	(%)	86.6	86.0	85.2	83.7	84.4	86.0	85.1
Start own business / Help find or change jobs		653,853	302,764	112,092	31,740	17,504	62,848	118,985
	(%)	18.8	22.6	18.0	23.0	15.3	17.0	24.8
Other		396,758	154,363	64,968	15,206	15,414	34,348*	51,509
	(%)	11.4	11.5	10.4	11.0	13.5	9.3	10.7
Job-related training outcomes[1]								
Increase your income / Get a promotion		645,441	264,601	139,123	35,604	25,101	78,417	102,498
	(%)	18.5	19.8	22.3	25.8	22.0	21.2	21.3
Keep your job		640,513	265,816	132,246	29,394	21,790	81,063	103,441
	(%)	18.4	19.9	21.2	21.3	19.1	21.9	21.5
Do your job better		2,859,406	1,087,344	506,538	109,161	95,694	301,684	383,767
	(%)	82.1	81.3	81.3	79.1	83.7	81.4	79.8
Start own business / Help find or change jobs		297,244	133,987	64,310	17,816*	12,004*	34,491*	52,915*
	(%)	8.5	10.0	10.3	12.9*	9.6*	9.3*	11.0*
Other		157,922	61,282*	26,489	8,582*	5,364*	12,543**	16,662**
	(%)	4.5	4.6*	4.3	6.2*	4.7*	3.4**	3.5**

Table 4 (continued)

Percentage distribution of adult population aged 25 to 64 participating in job-related employer supported training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Personal interest training								
Yes		489,608	25,009	2,775**	1,809**	10,961*	9,464*	135,125
	(%)	14.1	9.8	6.1**	14.1*	9.7*	11.2*	17.2
No		2,993,910	230,776	42,513	10,993	102,380	74,890	652,285
	(%)	85.9	90.2	93.9	85.9	90.3	88.8	82.8

Notes:

[1] *Due to multiple responses, the sum may exceed 100.*

* *Numbers marked with this symbol have a coefficient of variation between 16.5% and 25% and are less reliable than unmarked numbers.*

** *Numbers marked with this symbol have a coefficient of variation between 25% and 33.3% and are very unreliable.*

F *Too unreliable to be published.*

X *Suppressed to meet the confidentiality requirements of the Statistics Act.*

Source: *Adult Education and Training Survey, 2003*

Table 4 (concluded)

Percentage distribution of adult population aged 25 to 64 participating in job-related employer supported training activities, by socio-economic characteristics, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Personal interest training								
Yes		489,608	157,969	86,226	17,252	18,148	50,826	85,279
	(%)	14.1	11.8	13.8	12.5	15.9	13.7	17.7
No		2,993,910	1,179,540	535,750	120,512	96,134	319,104	395,559
	(%)	85.9	88.2	86.0	87.3	84.1	86.1	82.3

Notes:

1 *Due to multiple responses, the sum may exceed 100.*

* *Numbers marked with this symbol have a coefficient of variation between 16.5% and 25% and are less reliable than unmarked numbers.*

** *Numbers marked with this symbol have a coefficient of variation between 25% and 33.3% and are very unreliable.*

F *Too unreliable to be published.*

X *Suppressed to meet the confidentiality requirements of the Statistics Act.*

Source: *Adult Education and Training Survey, 2003*

Table 5

Characteristics of job-related courses, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Weighted number of job-related courses		9,035,305	654,675	126,880	36,815	291,760	199,225	1,624,995
Classification of Instructional Programs (CIP)								
Business, Management, Public Administration and Related Interdisciplinary Fields		2,158,195	129,570	25,945*	7,045**	49,690*	46,900	359,245
	(%)	23.9	19.8	20.5*	19.1*	17.0	23.5	22.1
Health, Recreation and Fitness		1,098,625	91,935	22,385**	4,095**	46,460*	19,000*	178,365*
	(%)	12.2	14.0	17.6*	11.1**	15.9	9.5*	11.0
Mathematics, Computer and Information Sciences and Related Interdisciplinary Fields		1,048,125	67,490	11,370**	F	34,245*	18,880*	247,065*
	(%)	11.6	10.3	9.0**	F	11.7*	9.5*	15.2*
Architecture, Engineering and Related Technologies, Trades and Related Interdisciplinary Fields		892,390	72,610	13,100**	F	37,690*	16,960*	146,495*
	(%)	9.9	11.1	10.3**	F	12.9*	8.5*	9.0*
Personal Improvement and Leisure		823,395	81,830	10,145**	F	40,770*	26,765*	140,885*
	(%)	9.1	12.5	8.0**	F	14.0*	13.4*	8.7*
Social Sciences, Related Inter-disciplinary Fields and Law		618,240	35,665**	X	F	10,735**	F	117,155*
	(%)	6.8	5.5*	X	F	3.7**	F	7.2*
Education		530,135	34,740*	F	F	F	F	58,210*
	(%)	5.9	5.3*	F	F	F	F	3.6*
Personal, Protective, Military and Transportation Services		512,235	63,745*	F	F	25,220*	24,045**	51,295*
	(%)	5.7	9.7	F	F	8.6*	12.1**	3.2*
Agriculture, Natural Resources and Conservation, Physical and Life Sciences, Related Interdisciplinary Fields and Technologies		361,610	20,335*	F	F	F	6,510**	F
	(%)	4.0	3.1*	F	F	F	3.3**	F
Visual and Performing Arts, Communications Technologies, Humanities and Related Inter-disciplinary Fields		338,935	26,195**	F	X	F	X	66,820**
	(%)	3.8	4.0**	F	X	F	X	4.1**
Other		391,535	16,880*	X	X	F	F	149,155
	(%)	4.3	2.6*	X	X	F	F	9.2
Employer support								
Yes		6,646,845	500,125	86,460	28,065	224,850	160,758	1,322,910
	(%)	73.6	76.4	68.1	76.2	77.1	80.7	81.4
No		2,023,625	131,615	32,940*	5,185*	61,780	31,715*	232,980
	(%)	22.4	20.1	26.0*	14.1*	21.2	15.9*	14.3
Courses delivered through distance education								
Yes		558,215	52,150*	F	F	18,395**	16,815**	F
	(%)	6.2	8.0*	F	F	6.3**	8.4**	F
Methods of delivery:								
Internet or e-mail		298,230**	22,120**	X	X	F	F	X
	(%)	53.4	42.4*	X	X	F	F	X
Regular mail		171,805	15,080**	X	X	F	F	F
	(%)	30.8*	28.9**	X	X	F	F	F
T.V. / Radio broadcasting / Other		146,025*	16,530**	F	X	X	X	X
	(%)	26.2	31.7**	F	X	X	X	X
No		8,059,360	574,065	103,890	30,850	267,365	171,965	1,533,790
	(%)	89.2	87.7	81.9	83.8	91.6	86.3	94.4
Methods of instruction:								
Classroom instruction		7,214,285	529,255	89,730	26,635	256,335	156,565	1,339,595
	(%)	89.5	92.2	86.4	86.3	95.9	91.0	87.3
Internet		935,015	66,600	F	F	32,135*	20,395*	145,650**
	(%)	11.6	11.6	F	F	12.0*	11.9*	9.5**
Computer or software		2,055,235	138,850	24,180*	6,150*	63,835	44,685	344,190
	(%)	25.5	24.2	23.3*	19.9*	23.9	26.0	22.4
Other methods		769,350	40,435	F	3,715**	14,250**	12,675**	160,660*
	(%)	9.6	7.0	F	12.0**	5.3**	7.4**	10.5*

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Table 5 (continued)

Characteristics of job-related courses, Canada and provinces, 2002

		CANADA	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Weighted number of job-related courses		9,035,305	3,811,755	1,622,045	361,335	301,550	959,160	1,321,845
Classification of Instructional Programs (CIP)								
Business, Management, Public Administration and Related Interdisciplinary Fields		2,158,195	965,395	415,660	110,890	60,620	244,155	288,330
	(%)	23.9	25.3	25.6	30.7	20.1	25.5	21.8
Health, Recreation and Fitness		1,098,625	452,370	237,360	50,450*	54,670	132,235*	138,600*
	(%)	12.2	11.9	14.6	14.0*	18.1	13.8	10.5*
Mathematics, Computer and Information Sciences and Related Interdisciplinary Fields		1,048,125	392,340	172,090	31,470*	23,610*	117,015	169,140*
	(%)	11.6	10.3	10.6	8.7*	7.8*	12.2	12.8*
Architecture, Engineering and Related Technologies, Trades and Related Interdisciplinary Fields		892,390	358,250	148,920	28,820*	37,795*	82,305	F
	(%)	9.9	9.4	9.2	8.0*	12.5	8.6*	F
Personal Improvement and Leisure		823,395	330,735	142,620	35,070*	26,165*	81,390	127,330*
	(%)	9.1	8.7	8.8	9.7*	8.7*	8.5	9.6*
Social Sciences, Related Inter-disciplinary Fields and Law		618,240	287,065**	102,505	20,835**	25,485**	56,185*	75,860**
	(%)	6.8	7.5**	6.3	5.8**	8.5**	5.9*	5.7**
Education		530,135	280,485	75,505	22,145*	12,770**	40,595*	81,200*
	(%)	5.9	7.4	4.7	6.1*	4.2**	4.2*	6.1*
Personal, Protective, Military and Transportation Services		512,235	175,450	126,555*	9,545**	15,165**	101,850*	95,200**
	(%)	5.7	4.6	7.8*	2.6**	5.0**	10.6*	7.2**
Agriculture, Natural Resources and Conservation, Physical and Life Sciences, Related Interdisciplinary Fields and Technologies		361,610	166,775*	68,630	16,715**	14,740*	37,180*	57,540*
	(%)	4.0	4.4*	4.2	4.6**	4.9*	3.9*	4.4*
Visual and Performing Arts, Communications Technologies, Humanities and Related Inter-disciplinary Fields		338,935	128,755*	55,885*	7,885**	F	22,540**	61,290**
	(%)	3.8	3.4*	3.5*	5.0**	F	2.4**	4.6**
Other		391,535	168,280	21,310**	F	X	X	F
	(%)	4.3	4.4	1.3**	F	X	X	F
Employer support								
Yes		6,646,845	2,678,485	1,179,530	261,915	218,970	698,650	965,800
	(%)	73.6	70.3	72.7	72.5	72.6	72.8	73.1
No		2,023,625	984,460	374,040	87,065*	65,880*	221,095	300,545
	(%)	22.4	25.8	23.1	24.1	21.9	23.1	22.7
Courses delivered through distance education								
Yes		558,215	229,675	100,205	23,890**	13,720*	62,605*	F
	(%)	6.2	6.0	6.2	6.6**	4.6*	6.5*	F
Methods of delivery:								
Internet or e-mail		298,230**	104,325*	47,340*	F	F	32,185**	F
	(%)	53.4	45.4*	47.2	F	F	51.4*	F
Regular mail		171,805	77,500*	38,670*	8,320**	10,270**	20,080**	F
	(%)	30.8*	33.7*	38.6*	34.8**	74.9	32.1**	F
T.V. / Radio broadcasting / Other		146,025*	70,290**	26,910**	F	F	F	F
	(%)	26.2	30.6**	26.9*	F	F	F	F
No		8,059,360	3,401,550	1,444,775	324,330	270,765	849,685	1,105,185
	(%)	89.2	89.2	89.1	89.8	89.8	88.6	83.6
Methods of instruction:								
Classroom instruction		7,214,285	3,009,445	1,327,175	306,010	242,090	779,075	1,008,820
	(%)	89.5	88.5	91.9	94.4	89.4	91.7	91.3
Internet		935,015	423,535	182,505	32,615*	54,070	95,825**	116,735*
	(%)	11.6	12.5	12.6	10.1*	20.0	11.3*	10.6*
Computer or software		2,055,235	872,465	424,255	86,925	93,410	243,925	275,485
	(%)	25.5	25.7	29.4	26.8	34.5	28.7	24.9
Other methods		769,350	352,810	133,900*	26,580**	22,185**	85,135**	81,550*
	(%)	9.6	10.4	9.3	8.2**	8.2*	10.0*	7.4*

Table 5 (continued)

Characteristics of job-related courses, Canada and provinces, 2002

		CANADA	Atlantic	N.L.	P.E.I.	N.S.	N.B.	Que.
Completion Status / Certification								
Completed training		8,118,865	590,320	115,770	30,535	266,085	177,930	1,454,965
	(%)	89.9	90.2	91.3	83.0	91.2	89.3	89.5
Certification received		3,022,705	273,275	57,085	12,265*	127,415	76,515	515,695
	(%)	37.2	46.3	49.3	40.2	47.9	43.0	35.4
No certification received		3,936,705	255,515	43,630*	15,655*	115,105	81,135	762,320
	(%)	48.5	43.3	37.7*	51.3	43.3	45.6	52.4
On-going / incomplete / interrupted training		487,600	35,895*	F	F	19,675**	F	95,510*
	(%)	5.4	5.5*	F	F	6.7**	F	5.9*
Training provider								
Employer		3,753,360	328,750	55,465	17,310*	149,540	106,445	653,100
	(%)	41.5	50.2	43.7	47.0	51.3	53.4	40.2
Professional association		1,561,170	104,380	F	5,335**	52,435*	29,755*	223,655
	(%)	17.3	15.9	F	14.5**	18.0*	14.9*	13.8
Private training institute / Private business school		785,720	35,645*	F	F	F	13,885*	200,095*
	(%)	8.7	5.4*	F	F	F	7.0*	12.3*
University / University college		495,265	37,515*	F	F	12,795**	8,885**	91,785**
	(%)	5.5	5.7*	F	F	4.4**	4.5**	5.7**
Community college or CEGEP		343,070	21,985*	F	X	7,985**	5,970**	38,400**
	(%)	3.8	3.4*	F	X	2.7**	3.0**	2.4**
Trade/Vocational school / Publicly-funded technical institute / High school or Adult high school		200,800	F	X	X	X	X	43,960**
	(%)	2.2	F	X	X	X	X	2.7**
Other		1,464,385	93,075	15,700*	6,700*	47,370	23,310*	294,620
	(%)	16.2	14.2	12.4*	18.2*	16.2	11.7*	18.1
Course aimed at Basic Reading / Writing / Math Skills								
Yes		1,329,405	80,155	14,710**	3,185**	40,240*	22,030*	138,725*
	(%)	14.7	12.2	11.6**	8.6**	13.8*	11.1*	8.5*
No		7,287,555	543,965	103,730	30,060	245,520	164,655	1,411,580
	(%)	80.7	83.1	81.8	81.7	84.2	82.7	86.9

Notes:

' *Numbers in this table have been rounded.*

* *Numbers marked with this symbol have a coefficient of variation between 16.5% and 25% and are less reliable than unmarked numbers.*

** *Numbers marked with this symbol have a coefficient of variation between 25% and 33.3% and are very unreliable.*

F *Too unreliable to be published.*

X *Suppressed to meet the confidentiality requirements of the Statistics Act.*

Source: *Adult Education and Training Survey, 2003*

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Table 5 (concluded)

Characteristics of job-related courses, Canada and provinces, 2002

		CANADA[1]	Ont.	Prairies	Man.	Sask.	Alta.	B.C.
Completion Status / Certification								
Completed training		8,118,865	3,398,830	1,476,820	327,720	263,650	885,450	1,197,940
	(%)	89.9	89.2	91.1	90.7	87.4	92.3	90.6
Certification received		3,022,705	1,279,015	60,640	106,365	94,560	359,720	394,090
	(%)	37.2	37.6	38.0	32.5	35.9	40.6	32.9
No certification received		3,936,705	1,511,615	743,990	161,470	143,715	438,815	663,270
	(%)	48.5	44.5	50.4	49.3	54.5	49.6	55.4
On-going / incomplete / interrupted training		487,600	226,045*	64,960*	19,520**	F	25,900**	65,195**
	(%)	5.4	5.9*	4.0*	5.4**	F	2.7**	4.9*
Training provider								
Employer		3,753,360	1,596,315	617,160	136,300	102,805	378,060	558,020
	(%)	41.5	41.9	38.1	37.7	34.1	39.4	42.2
Professional association		1,561,170	732,015	292,630	56,220*	57,110	179,305	208,495
	(%)	17.3	19.2	18.0	15.6	18.9	18.7	15.8
Private training institute / Private business school		785,720	215,750	199,520	29,850*	21,130*	148,545	134,715
	(%)	8.7	5.7	12.3	8.3*	7.0*	15.5	10.2
University / University college		495,265	204,675**	96,890*	38,975**	12,230**	45,685**	64,410*
	(%)	5.5	5.4**	6.0	10.8**	4.1**	4.8*	4.9*
Community college or CEGEP		343,070	177,365*	60,390*	15,840**	12,950**	31,600**	44,935**
	(%)	3.8	4.7*	3.7*	4.4**	4.3**	3.3**	3.4**
Trade/Vocational school / Publicly-funded technical institute / High school or Adult high school		200,800	F	47,965	11,030**	26,220	F	50,665**
	(%)	2.2	F	3.0	3.1**	8.7	F	3.8**
Other		1,464,385	652,420	223,835	59,800*	51,260*	112,780	200,450
	(%)	16.2	17.1	13.8	16.6*	17.0*	11.8	15.2
Course aimed at Basic Reading / Writing / Math Skills								
Yes		1,329,405	757,030	221,330*	40,980*	42,665*	137,690**	132,150
	(%)	14.7	19.9	13.7	11.3*	14.2*	14.4*	10.0*
No		7,287,555	2,877,475	1,322,320	306,565	241,815	773,945	1,132,210
	(%)	80.7	75.5	81.5	84.8	80.2	80.7	85.7

Notes:

[1] *Numbers in this table have been rounded.*

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Source: *Adult Education and Training Survey, 2003*

Culture, Tourism and the Centre for Education Statistics

Research Papers

Cumulative Index

Statistics Canada's **Division of Culture, Tourism and the Centre for Education Statistics** develops surveys, provides statistics and conducts research and analysis relevant to current issues in its three areas of responsibility.

The **Culture Statistics Program** creates and disseminates timely and comprehensive information on the culture sector in Canada. The program manages a dozen regular census surveys and databanks to produce data that support policy decision and program management requirements. Issues include the economic impact of culture, the consumption of culture goods and services, government, personal and corporate spending on culture, the culture labour market, and international trade of culture goods and services. Its analytical output appears in the flagship publication *Focus on Culture* (www.statcan.ca/english/IPS/Data/87-004-XIE.htm) and in *Arts, culture and recreation – Research papers*.

The **Tourism Statistics Program** provides information on domestic and international tourism. The program covers the Canadian Travel Survey and the International Travel Survey. Together, these surveys shed light on the volume and characteristics of trips and travellers to, from and within Canada. Its analytical output appears in the flagship publication *Travel-log* (www.statcan.ca/english/IPS/Data/87-003-XIE.htm) and in *Travel and tourism – Research papers*.

The **Centre for Education Statistics** develops and delivers a comprehensive program of pan-Canadian education statistics and analysis in order to support policy decisions and program management, and to ensure that accurate and relevant information concerning education is available to the Canadian public and to other educational stakeholders. The Centre conducts fifteen institutional and over ten household education surveys. Its analytical output appears in the flagship publication *Education quarterly review* (www.statcan.ca/english/IPS/Data/81-003-XIE.htm), in various monographs and in *Education, skills and learning – Research papers* (www.statcan.ca/english/IPS/Data/81-595-MIE.htm).

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